

DHL IN THE UAE OBTAINS THE EQUAL-SALARY CERTIFICATION

Vevey / 24 February 2022 – The EQUAL-SALARY Foundation is pleased to announce that **DHL Logistics Middle East DWC LLC** has obtained the EQUAL-SALARY certification, symbol of excellence in terms of equal pay. After successfully passing the statistical analysis of its salaries, DHL in the United Arab Emirates underwent an internal audit entrusted to PwC proving that it applied equal pay for women and men.

« Diversity is crucial for companies. In the transport and logistics sector, stereotypes are extremely hard to break down and women are still largely under-represented. EQUAL-SALARY certification is a concrete action to open the door to female talent at all levels of an organization and lay a stable foundation for building diversity and inclusion. We are very pleased to welcome DHL in the United Arab Emirates as one of our EQUAL-SALARY certified companies », commented Noémie Storbeck, co-CEO of the EQUAL-SALARY Foundation.

« Having the opportunity of a neutral and internationally recognized equal pay certification is just a complementary way of making sure that our aspiration to be a great place to work for all, regardless of gender, nationality, age and belief...is for real at DHL. After our Women in Leadership initiative, Top Employer Certification as well as Great Place To Work qualifications this EQUAL-SALARY Certification will reinforce that we are indeed the best home for talents within and outside our industry segment.

This Certificate including our inclusion initiatives are groundbreaking enablers to Make DHL's future ready to shift up a gear and make the world a better place at the speed of Yellow. We always strive to be passionate, powerful and proud to leave up to our purpose: Connecting People. Improving Lives », added Amadou Diallo, CEO of DHL – Middle East Africa.

Equal pay in practice

While most companies claim to pay women and men the same, the gender pay gap is still close to 20% on a worldwide level, according to ILO report published on February 2020¹.

... and especially in the logistics and shipping sector

According to the AFT², women represent barely 20% of employees in the logistics and transport sector. This proportion drops to 10% in freight transport and even to 2% in the driving professions. In terms of salaries, in the maritime field, women still earn on average 45% less than men, according to Safety4sea (UK, 2018³).

About the EQUAL-SALARY Foundation

EQUAL-SALARY is a not-for-profit foundation established since 2010. It is the first and only certification, based on a robust and transparent methodology, that focuses on equal pay for women and men. The development of the EQUAL-SALARY certification was financially supported by the Federal Office for Gender Equality and its methodology was used as a reference by the Swiss Federal Court of High Justice.

¹ https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---act_emp/documents/publication/wcms_735949.pdf

² <http://www.emploiparlonsnet.pole-emploi.org/articles/legalite-hommes-femmes-dans-les-transports-et-la-logistique/>

³ <https://safety4sea.com/cm-talking-about-the-gender-pay-gap-in-shipping/>

EQUAL PAY IS A BASIC HUMAN RIGHT. LEAD BY EXAMPLE.

<http://www.emploiparlonsnet.pole-emploi.org/articles/legalite-hommes-femmes-dans-les-transports-et-la-logistique/>

EQUAL-SALARY is the only certification for equal pay highlighted by the European Commission in a report on Gender Pay Gap. EQUAL-SALARY is a member of EPIC (Equal Pay International Coalition) and of the UN Global Compact.

To date, the EQUAL-SALARY Foundation has completed over 90 certification procedures throughout the world. Several of the certified companies have renewed their commitment, demonstrating a strong will to promote fairness, building trust and respect for their employees.

As an EQUAL-SALARY employer, an organisation is in a better position to attract and retain talent and to prove it complies with the rules of good governance.

About the EQUAL-SALARY certification process, symbol of excellence

Similar to an ISO for wages, the EQUAL-SALARY certification process includes two phases. First, experts contracted by EQUAL-SALARY run a statistical analysis of salary data based on a methodology developed with University of Geneva.

Second, if the results are positive and show an overall gender pay gap under 5 percent, the process is moved further and an audit is contracted with PwC, our main auditing partner, who certifies the conformity of the process. During this phase, PwC assesses both the company's overall commitment to equal pay as well as its implementation in Human Resources processes. In order to be fully inclusive, employees are involved through a survey and interviews during the on-site audit. Only the companies having fulfilled all the requirements of the procedure get the EQUAL-SALARY certification, meaning they have reached excellence in equal pay.

The EQUAL-SALARY certification allows organizations to verify and communicate that they pay women and men fairly. It is a practical and scientific solution to achieve transparency, while preserving confidentiality.

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