



Launching its “Women in Management” initiative in 2011, Deutsche Post DHL Group began by identifying the main barriers to career development for women managers. Based on a global survey of management-level staff and focus-group interviews, DPDHL Group identified four action areas: Culture & Mindset, Flexible Work Arrangements, Women’s Career Support, and Key Performance Indicator (KPI) Monitoring. These were then used to develop comprehensive programs, including dedicated regional activities to promote diversity and inclusion across the Group. Since the initiative's launch in 2011, DPDHL Group has significantly increased the number of women in management. Today, more than one in five positions in middle and upper management is held by women.