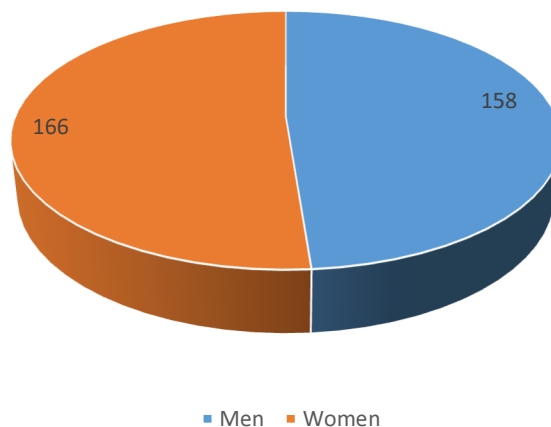


DSV Air & Sea Limited Gender Pay Gap Report

Pay Gap (April 2018)						
Demography (Full paid employees in April)						
Total number of men						158
Total number of women						166
Total						324
Mean pay for men						£19.68
Mean pay for women						£15.33
Mean gap %						22.10%
Median pay for men						£16.23
Median pay for women						£13.78
Median gap %						15.10%
Proportion of men & women in each quartile						
	Male	%	Female	%	Total	
Upper quartile	58	71.6%	23	28.4%	81	
Upper middle quartile	37	45.7%	44	54.3%	81	
Lower middle quartile	30	37.0%	51	63.0%	81	
Lower quartile	33	40.7%	48	59.3%	81	
Bonus Gap (2017 - 2018)						
Total number of men receiving bonuses						125
Total number of women receiving bonuses						147
Total						272
Total value of male bonuses						£531,251.30
Total value of female bonuses						£253,813.53
Mean male bonuses						£4,250.01
Mean female bonuses						£1,726.62
Mean bonus gap %						59.4%
Proportion of men & women receiving bonuses						
Men						76.7%
Women						85.0%
Male median bonus payment						£700.00
Female median bonus payment						£650.00
Median bonus gap						7.1%

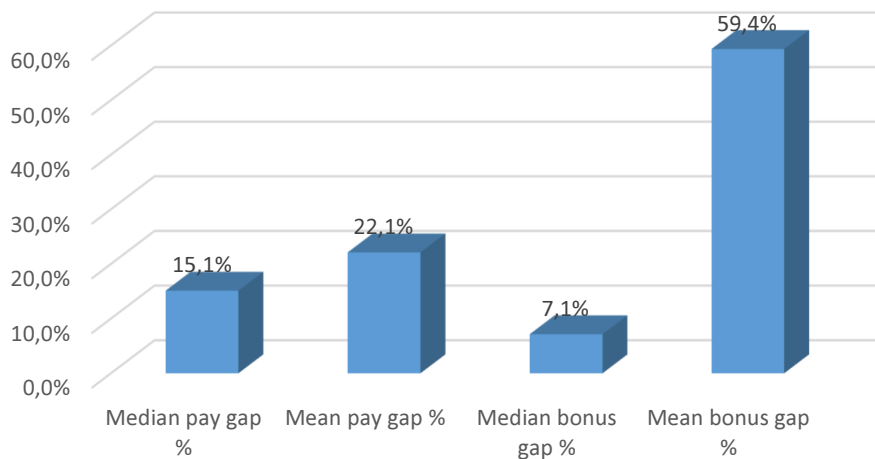
Proportion of men and women employed



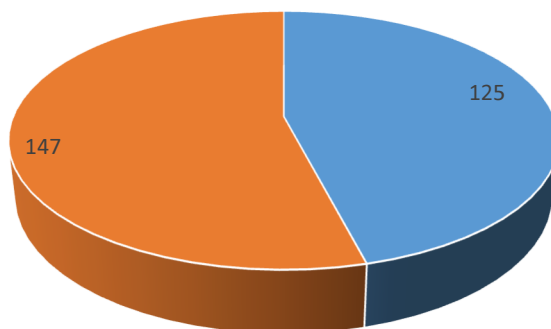
Pay Gap



Percentage gap between men & women

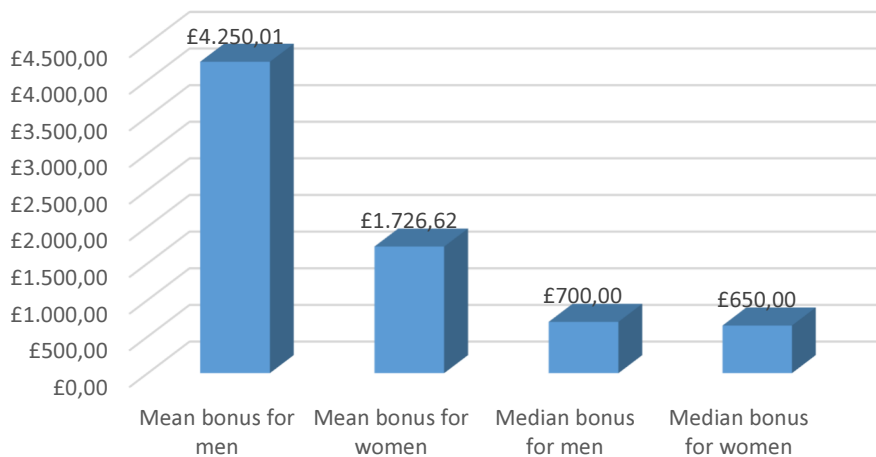


Total employees receiving bonuses

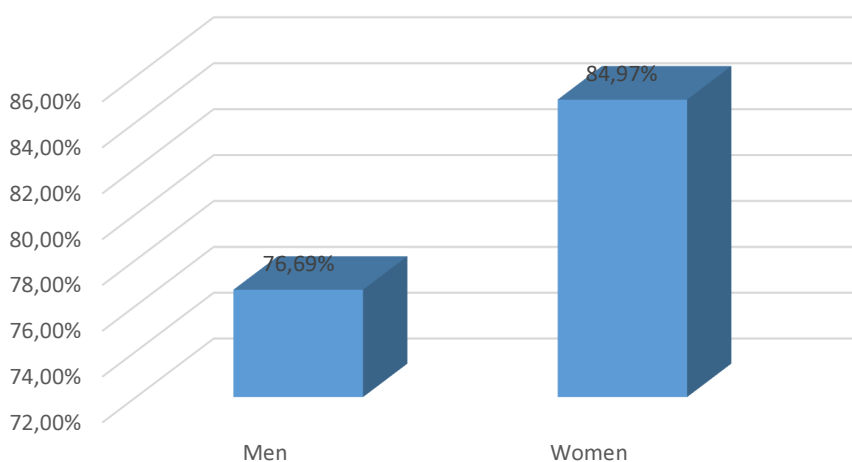


■ No. of men receiving bonuses ■ No of women receiving bonuses

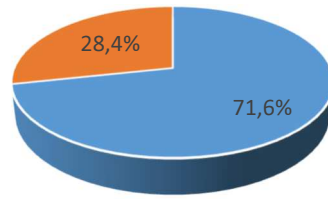
Bonus gap



Proportion of men & women receiving bonuses

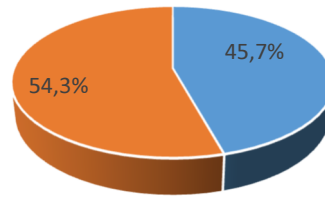


Upper quartile



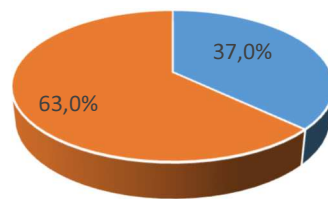
■ Men ■ Women

Upper middle quartile



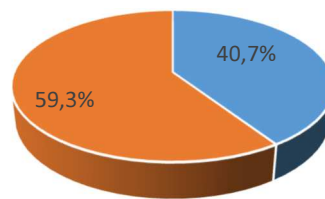
■ Men ■ Women

Lower middle quartile



■ Men ■ Women

Lower quartile



■ Men ■ Women