

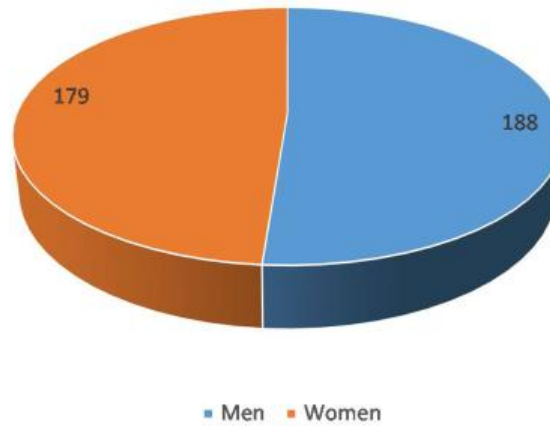
DSV Air & Sea Limited Gender Pay Gap Report

Pay Gap (April 2017)	
Demography (Full paid employees in April)	
Total number of men	188
Total number of women	179
Total	367
Mean pay for men	£19.29
Mean pay for women	£14.90
Mean gap %	22.8%
Median pay for men	£14.70
Median pay for women	£13.49
Median gap %	8.2%

Proportion of men & women in each quartile					
	Male	%	Female	%	Total
Upper quartile	69	75.0%	23	25.0%	92
Upper middle quartile	36	39.1%	56	60.9%	92
Lower middle quartile	44	47.8%	48	52.2%	92
Lower quartile	39	42.9%	52	57.1%	91

Bonus Gap (2016 - 2017)	
Total number of men receiving bonuses	118
Total number of women receiving bonuses	145
Total	263
Total value of male bonuses	£869,338.21
Total value of female bonuses	£220,142.08
Mean male bonuses	£7,367.27
Mean female bonuses	£1,518.22
Mean bonus gap %	79.4%
Proportion of men & women receiving bonuses	
Men	62.4%
Women	77.5%
Male median bonus payment	£625.00
Female median bonus payment	£575.00
Median bonus gap	8.0%

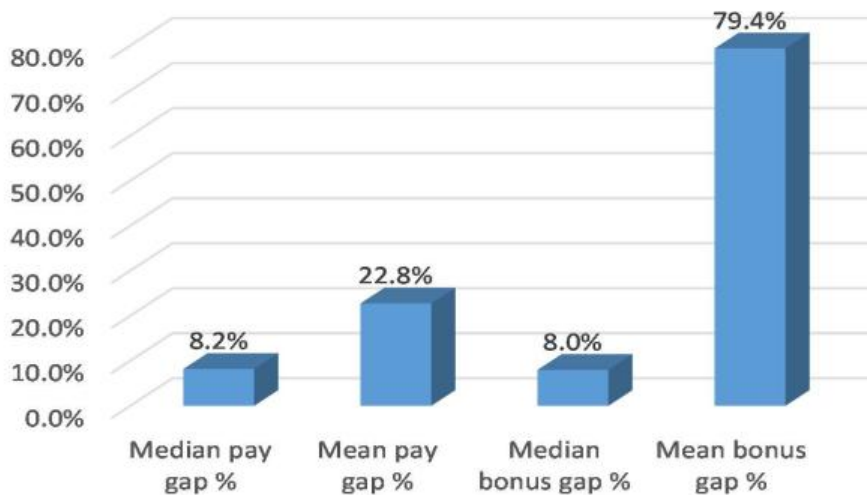
Proportion of men and women employed



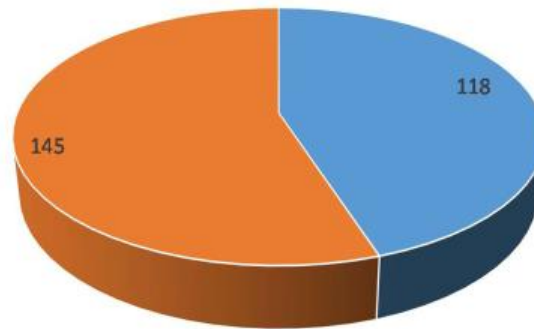
Pay Gap



Percentage gap between men & women

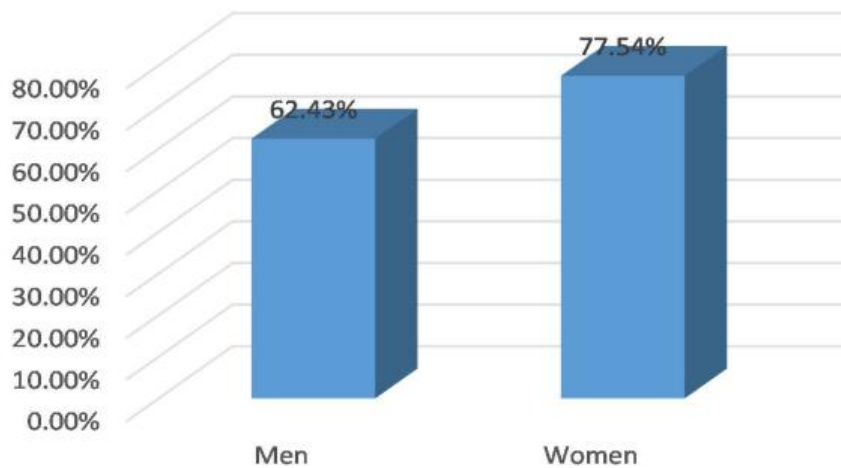


Total employees receiving bonuses



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

Proportion of men & women receiving bonuses



Bonus gap

