

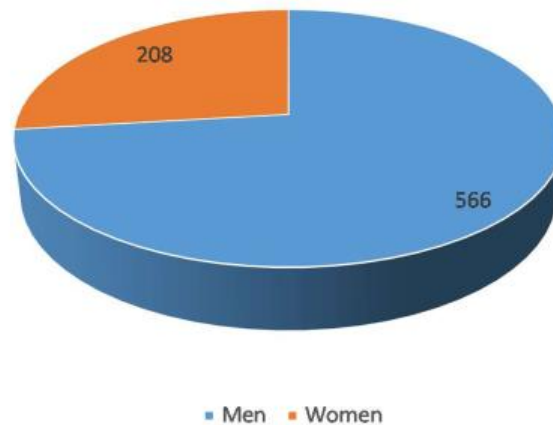
## DSV Road Limited Gender Pay Gap Report

Pay Gap (April 2017)	
<b>Demography (Full paid employees in April)</b>	
Total number of men	566
Total number of women	208
<b>Total</b>	<b>774</b>
Mean pay for men	£13.77
Mean pay for women	£11.93
<b>Mean gap %</b>	<b>13.4%</b>
Median pay for men	£10.68
Median pay for women	£10.57
<b>Median gap %</b>	<b>1.0%</b>

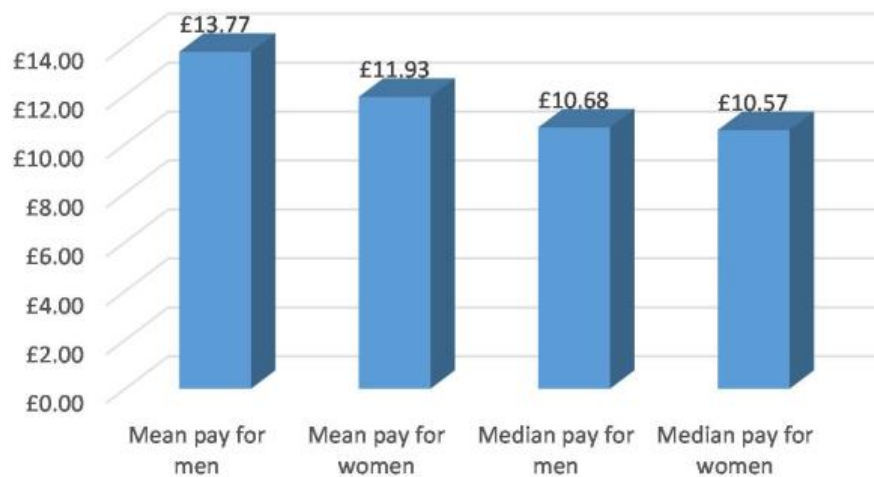
Proportion of men & women in each quartile					
	Male	%	Female	%	Total
Upper quartile	150	77.3%	44	22.7%	194
Upper middle quartile	136	70.1%	58	29.9%	194
Lower middle quartile	164	85.0%	29	15.0%	193
Lower quartile	116	60.1%	77	39.9%	193

Bonus Gap (2016 - 2017)	
Total number of men receiving bonuses	351
Total number of women receiving bonuses	147
<b>Total</b>	<b>498</b>
Total value of male bonuses	£1,507,180.13
Total value of female bonuses	£173,867.97
Mean male bonuses	£4,293.96
Mean female bonuses	£1,182.78
<b>Mean bonus gap %</b>	<b>72.5%</b>
Proportion of men & women receiving bonuses	
Men	59.9%
Women	68.7%
Male median bonus payment	£480.00
Female median bonus payment	£417.00
<b>Median bonus gap</b>	<b>13.1%</b>

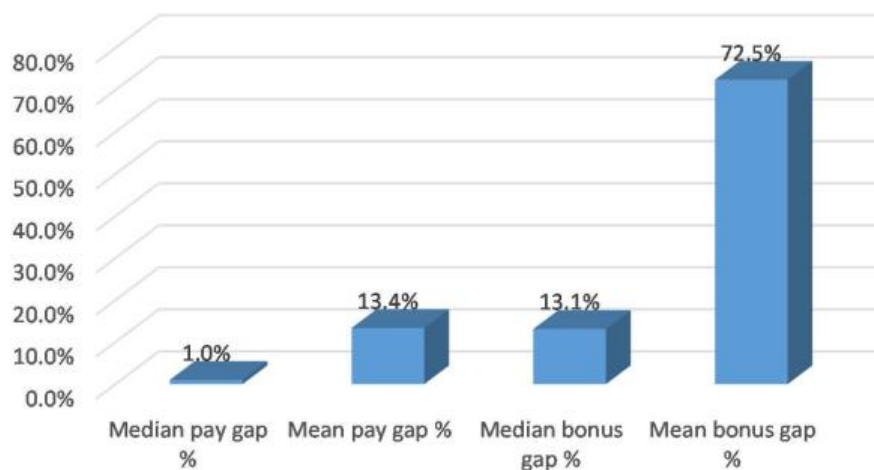
Proportion of men and women employed



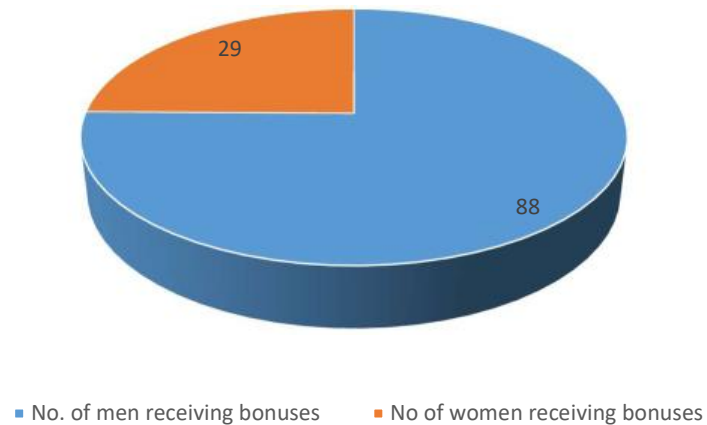
Pay Gap



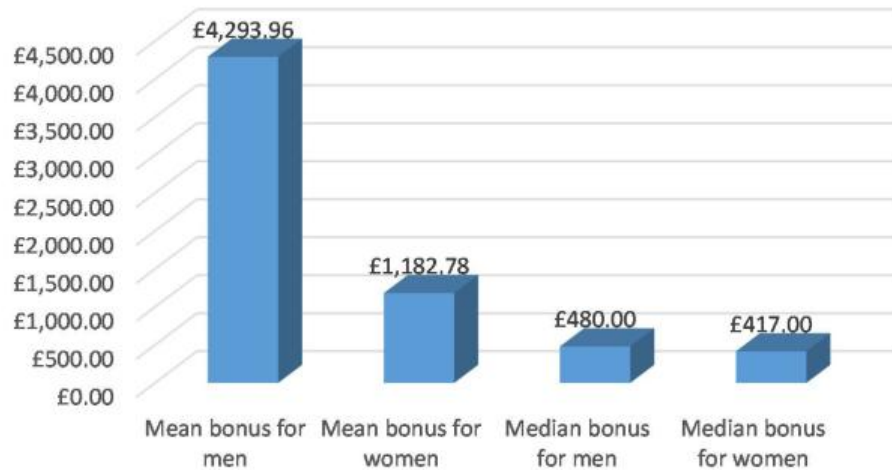
Percentage gap between men & women



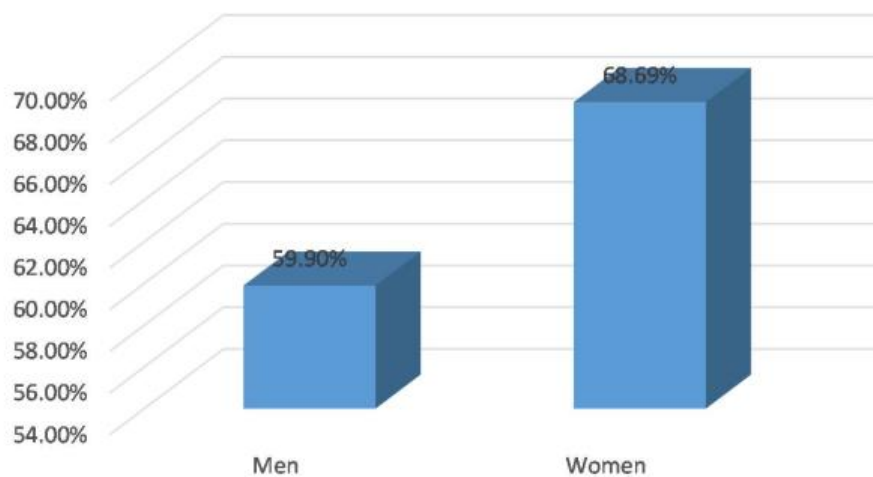
Total employees receiving bonuses



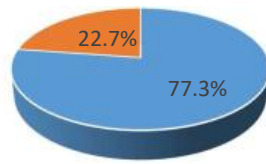
Bonus gap



Proportion of men & women receiving bonuses

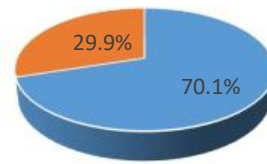


Upper quartile



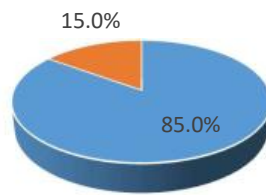
■ Men ■ Women

Upper middle quartile



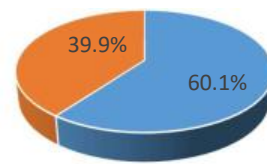
■ Men ■ Women

Lower middle quartile



■ Men ■ Women

Lower quartile



■ Men ■ Women