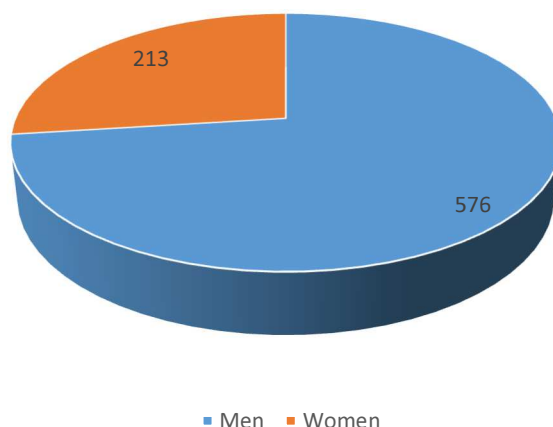


DSV Road Limited Gender Pay Gap Report

Pay Gap (April 2018)					
Demography (Full paid employees in April)					
Total number of men					576
Total number of women					213
Total					789
Mean pay for men					£14.60
Mean pay for women					£12.09
Mean gap %					17.19%
Median pay for men					£11.97
Median pay for women					£10.73
Median gap %					10.36%
Proportion of men & women in each quartile					
	Male	%	Female	%	Total
Upper quartile	157	79.3%	41	20.7%	198
Upper middle quartile	158	80.2%	39	19.8%	197
Lower middle quartile	145	73.6%	52	26.4%	197
Lower quartile	116	58.9%	81	41.1%	197
Bonus Gap (2017 - 2018)					
Total number of men receiving bonuses					364
Total number of women receiving bonuses					159
Total					523
Total value of male bonuses					£2,428,349.66
Total value of female bonuses					£207,421.70
Mean male bonuses					£6,671.29
Mean female bonuses					£1,304.54
Mean bonus gap %					80.4%
Proportion of men & women receiving bonuses					
Men					61.4%
Women					71.3%
Male median bonus payment					£480.00
Female median bonus payment					£417.00
Median bonus gap					13.1%

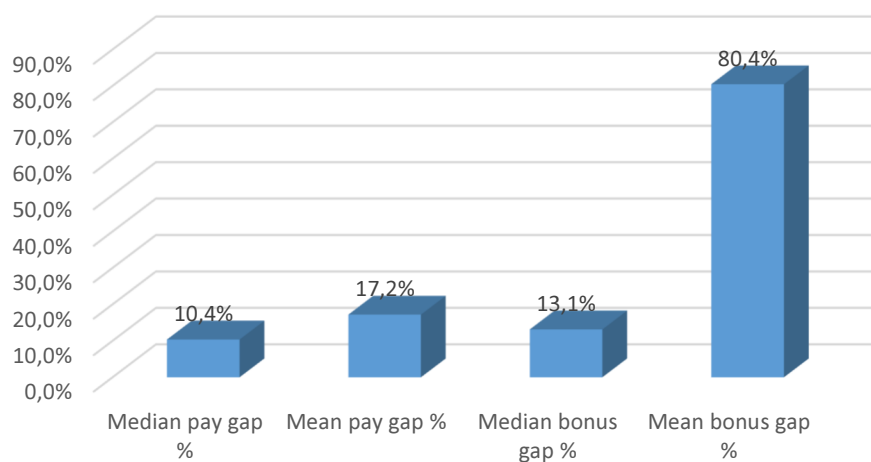
Proportion of men and women employed



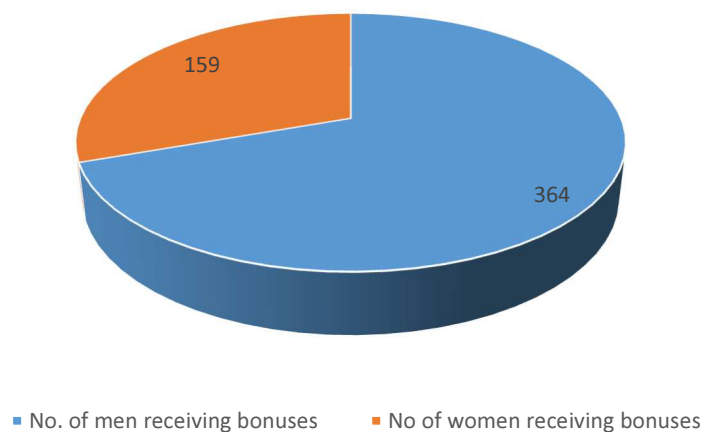
Pay Gap



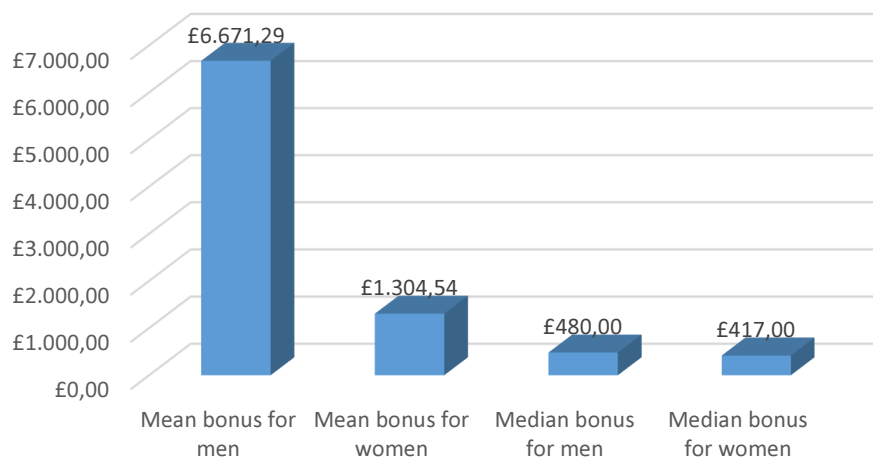
Percentage gap between men & women



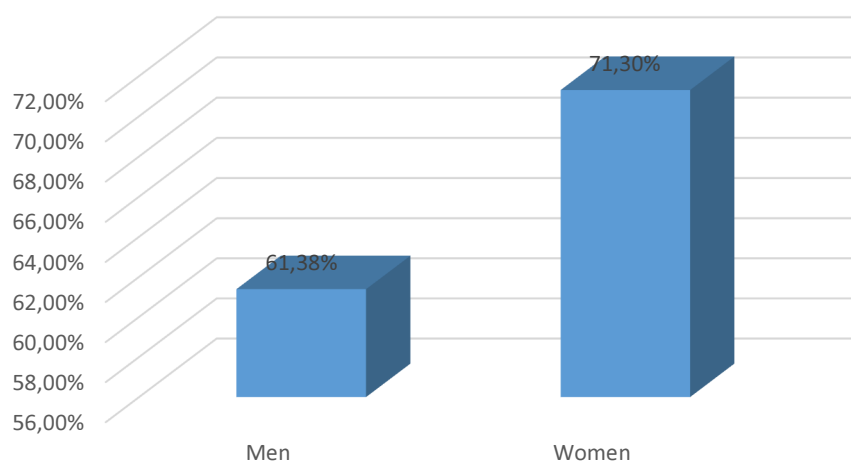
Total employees receiving bonuses



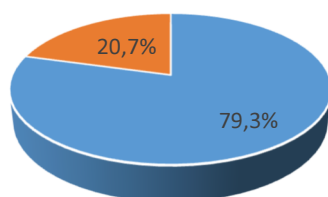
Bonus gap



Proportion of men & women receiving bonuses

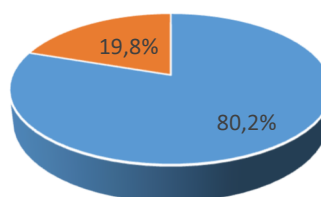


Upper quartile



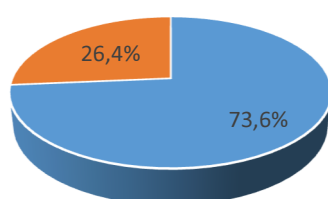
■ Men ■ Women

Upper middle quartile



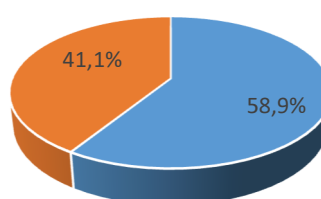
■ Men ■ Women

Lower middle quartile



■ Men ■ Women

Lower quartile



■ Men ■ Women