

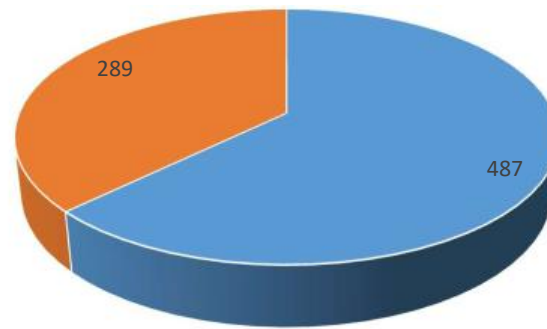
## DSV Solutions Limited Gender Pay Gap Report

Pay Gap (April 2017)	
<b>Demography (Full paid employees in April)</b>	
Total number of men	487
Total number of women	289
<b>Total</b>	<b>776</b>
Mean pay for men	£11.73
Mean pay for women	£9.95
<b>Mean gap %</b>	<b>15.2%</b>
Median pay for men	£9.88
Median pay for women	£9.07
<b>Median gap %</b>	<b>8.2%</b>

Proportion of men & women in each quartile					
	Male	%	Female	%	Total
Upper quartile	143	73.7%	51	26.3%	194
Upper middle quartile	132	68.0%	62	32.0%	194
Lower middle quartile	113	58.2%	81	41.8%	194
Lower quartile	99	51.0%	95	49.0%	194

Bonus Gap (2016 - 2017)	
Total number of men receiving bonuses	88
Total number of women receiving bonuses	29
<b>Total</b>	<b>117</b>
Total value of male bonuses	£330,987
Total value of female bonuses	£15,846
Mean male bonuses	£3,761.22
Mean female bonuses	£546.42
<b>Mean bonus gap %</b>	<b>85.5%</b>
Proportion of men & women receiving bonuses	
Men	17.9%
Women	9.7%
Male median bonus payment	£650.00
Female median bonus payment	£378.88
<b>Median bonus gap</b>	<b>41.7%</b>

Proportion of men and women employed

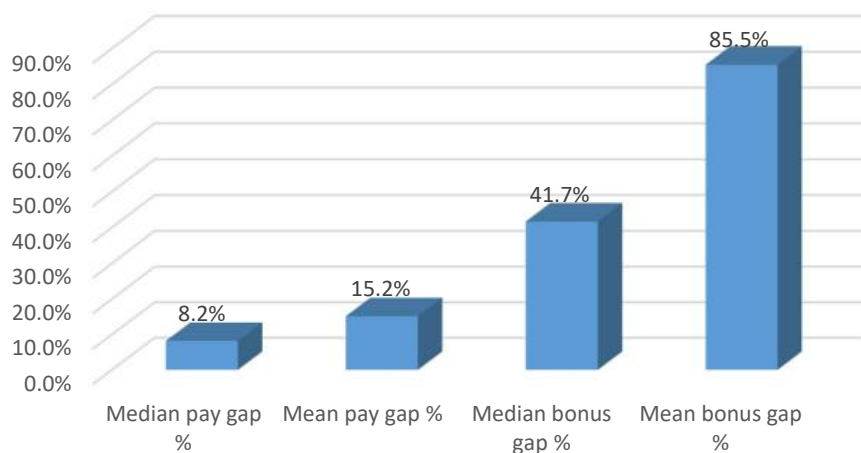


■ Men ■ Women

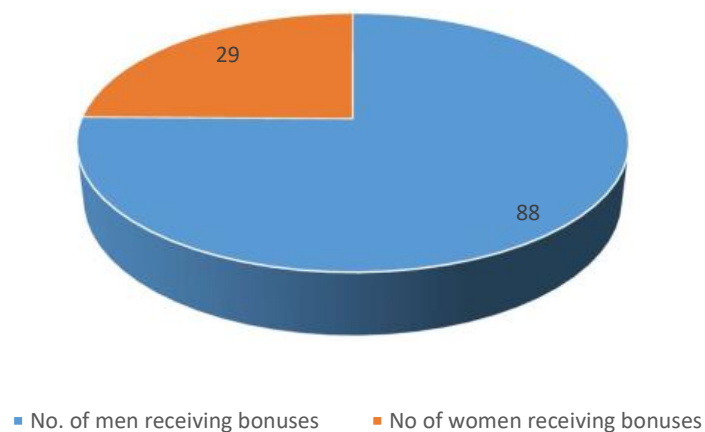
Pay Gap



Percentage gap between men & women



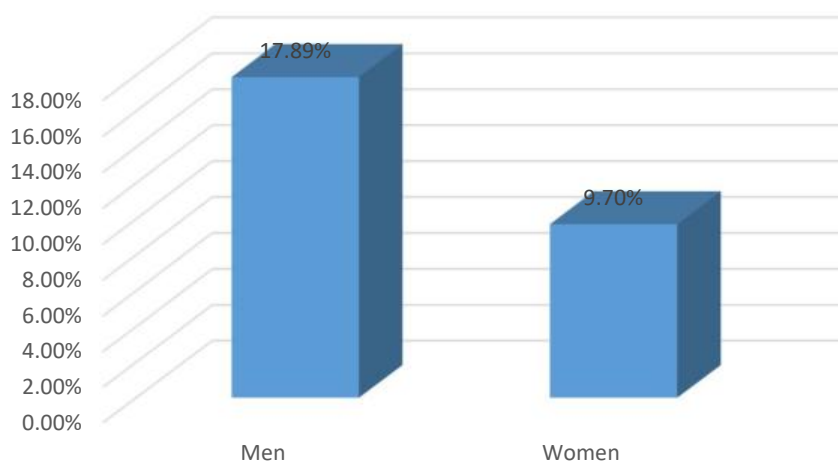
### Total employees receiving bonuses



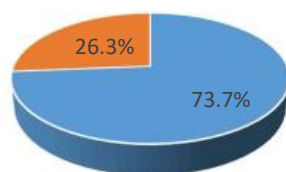
### Bonus gap



### Proportion of men & women receiving bonuses

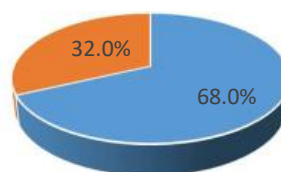


Upper quartile



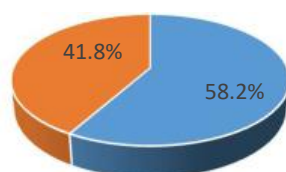
■ Men ■ Women

Upper middle quartile



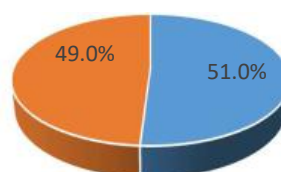
■ Men ■ Women

Lower middle quartile



■ Men ■ Women

Lower quartile



■ Men ■ Women