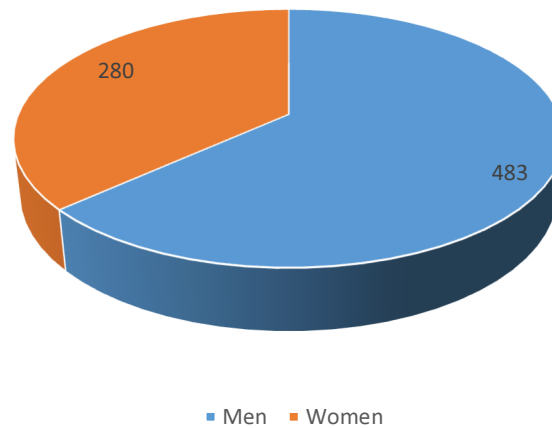


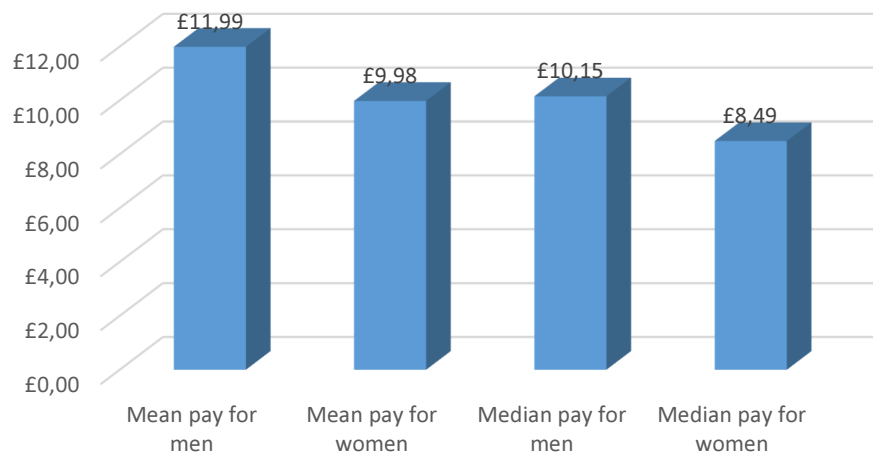
DSV Solutions Limited Gender Pay Gap Report

Pay Gap (April 2018)					
Demography (Full paid employees in April)					
Total number of men					483
Total number of women					280
Total					763
Mean pay for men					£11.99
Mean pay for women					£9.98
Mean gap %					16.76%
Median pay for men					£10.15
Median pay for women					£8.49
Median gap %					16.35%
Proportion of men & women in each quartile					
	Male	%	Female	%	Total
Upper quartile	191	100.0%	0	0.0%	191
Upper middle quartile	191	100.0%	0	0.0%	191
Lower middle quartile	101	52.9%	90	47.1%	191
Lower quartile	0	0.0%	190	100.0%	190
Bonus Gap (2017 - 2018)					
Total number of men receiving bonuses					35
Total number of women receiving bonuses					9
Total					44
Total value of male bonuses					£272,667.62
Total value of female bonuses					£2,720.00
Mean male bonuses					£7,790.50
Mean female bonuses					£302.22
Mean bonus gap %					96.1%
Proportion of men & women receiving bonuses					
Men					7.2%
Women					3.0%
Male median bonus payment					£862.44
Female median bonus payment					£200.00
Median bonus gap					76.8%

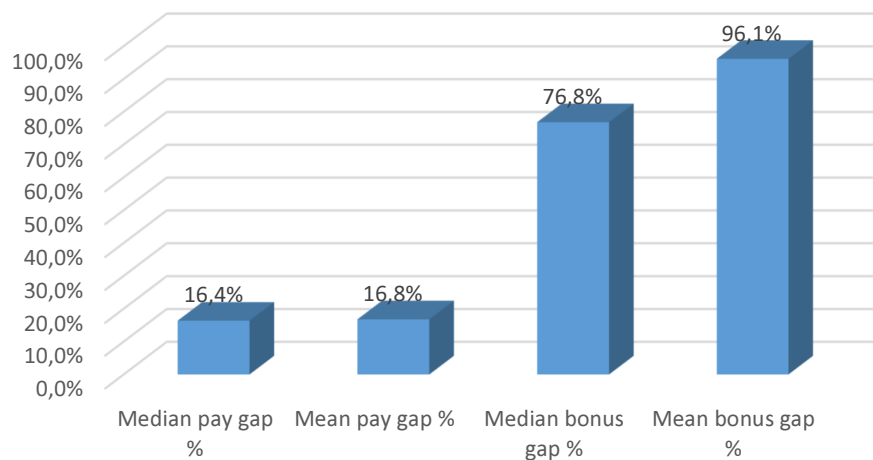
Proportion of men and women employed



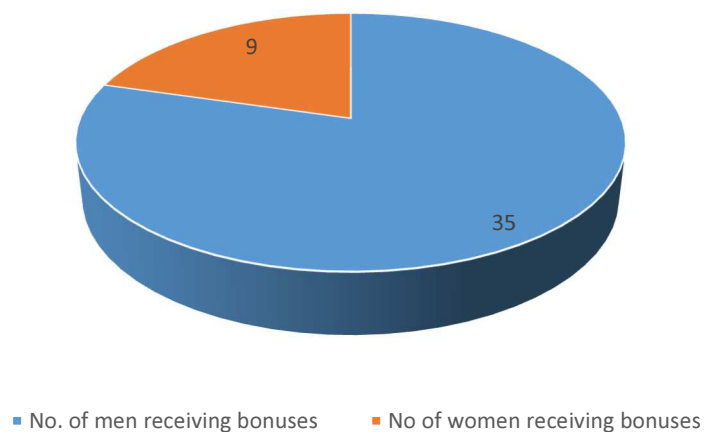
Pay Gap



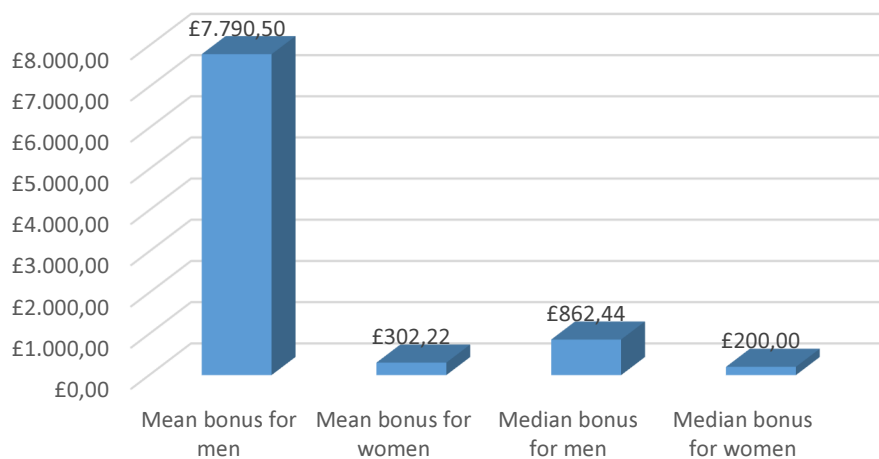
Percentage gap between men & women



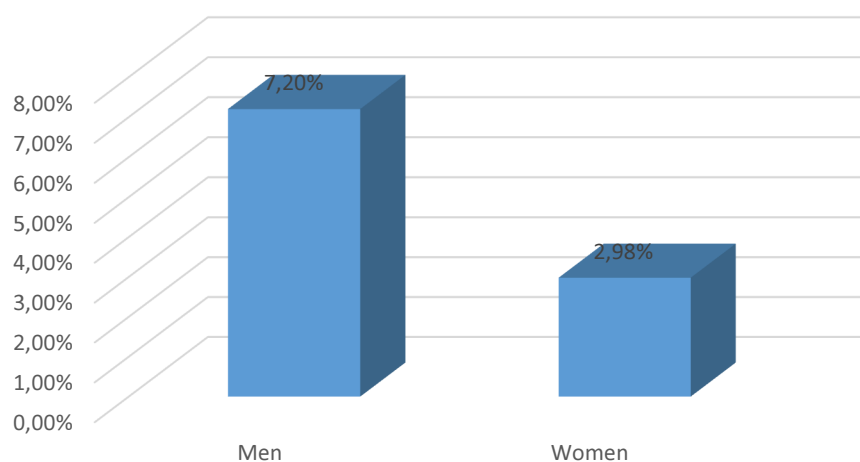
Total employees receiving bonuses



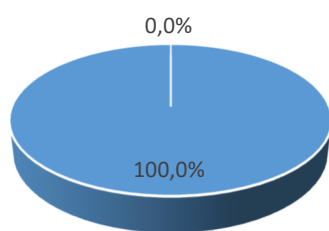
Bonus gap



Proportion of men & women receiving bonuses

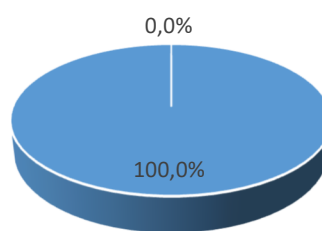


Upper quartile



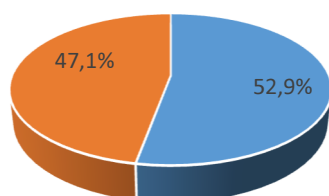
■ Men ■ Women

Upper middle quartile



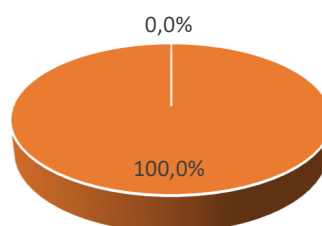
■ Men ■ Women

Lower middle quartile



■ Men ■ Women

Lower quartile



■ Men ■ Women