



## Dachser Ltd Gender Pay Gap Report – Snapshot date 5th April 2023

This report has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Dachser Ltd is committed to the principle of equal opportunities, building a diverse and committed workforce, and equal and fair treatment for all employees.

Our gender pay gap data, in accordance with the stated regulations, has been derived from a snapshot of our payroll on 5th April 2023, for a total number of 547 employees.

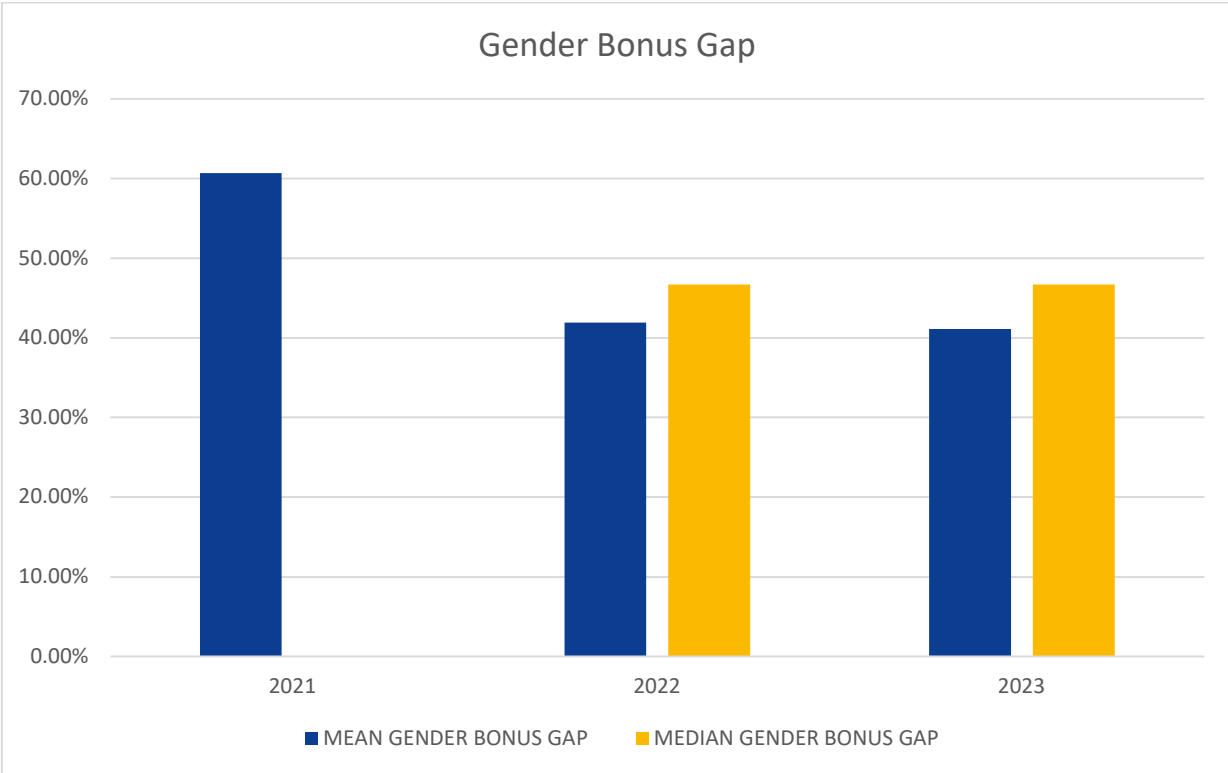
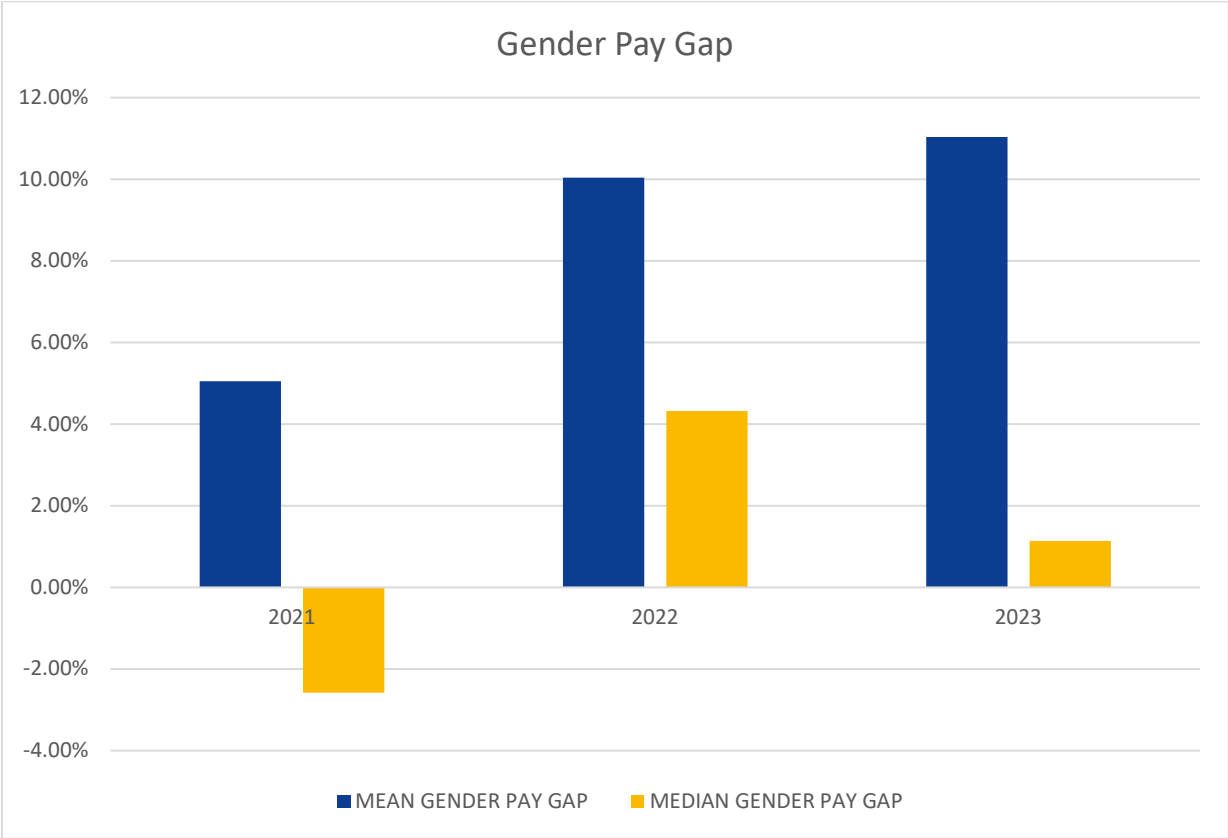
The statistical outcome of the analysis is as follows:

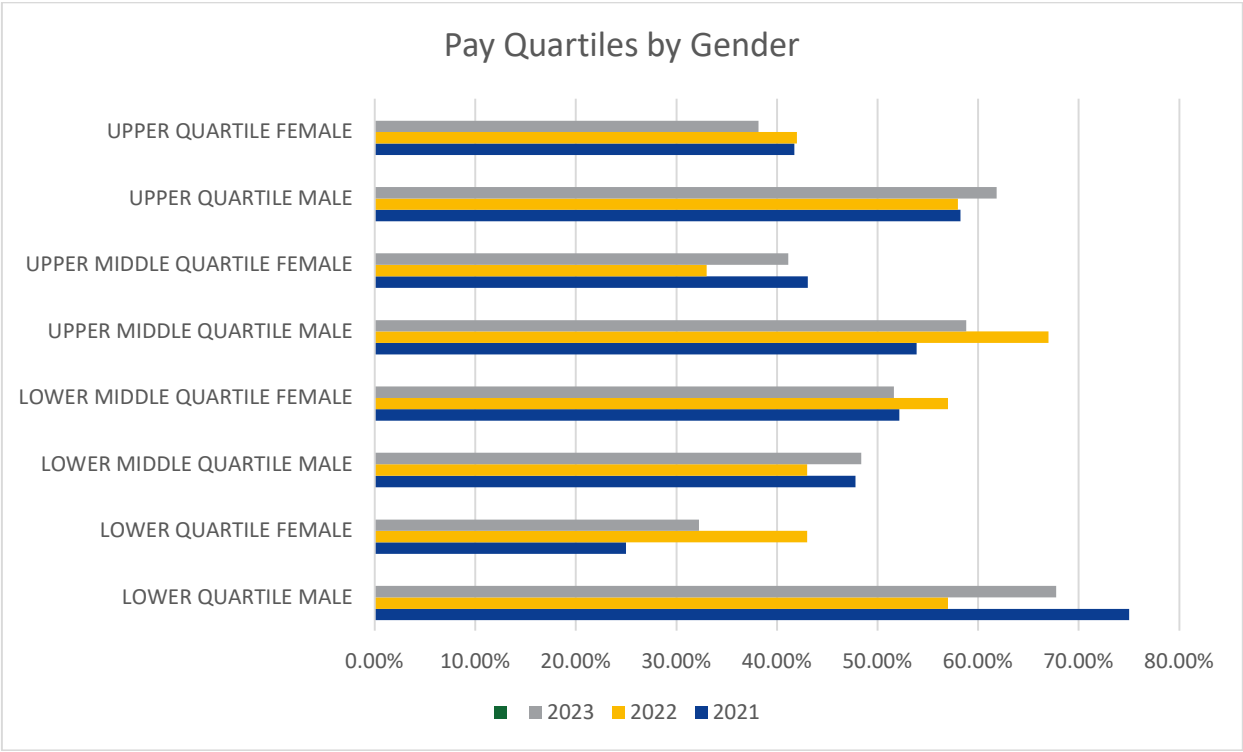
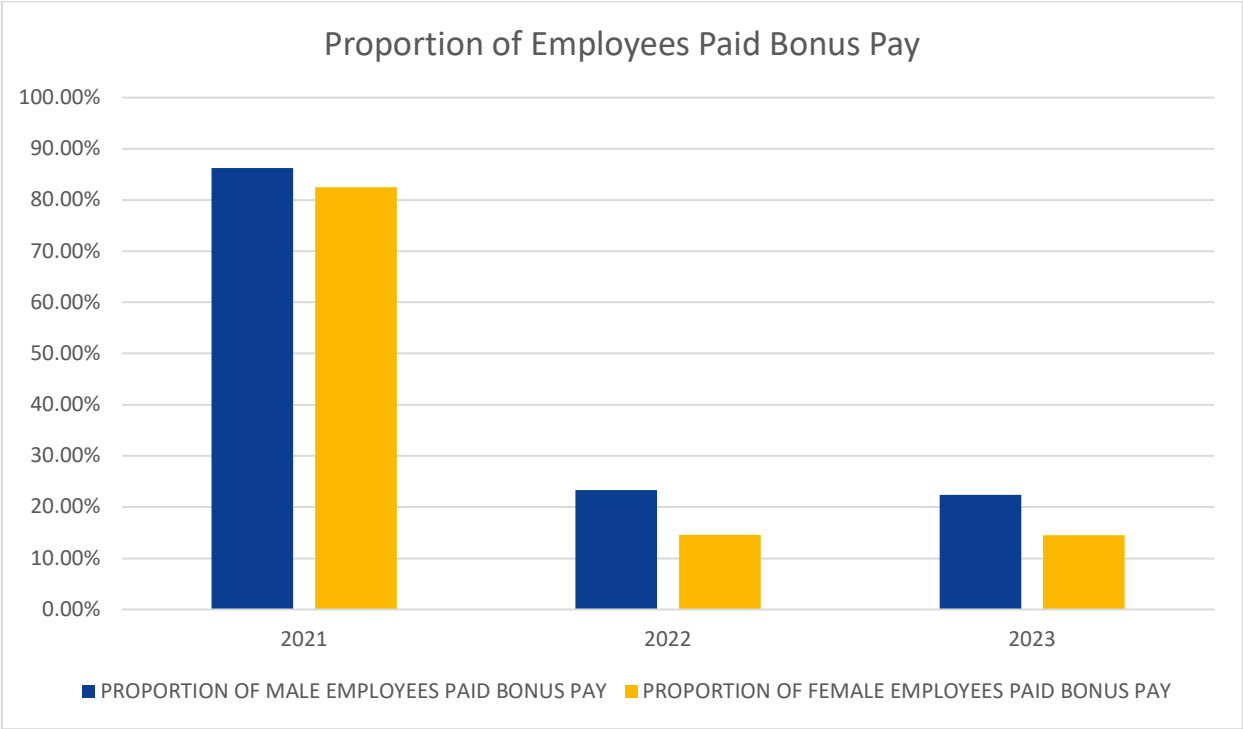
Mean Gender Pay Gap	11.04%
Median Gender Pay Gap	1.14%
Mean Gender Bonus Gap	41.12%
Median Gender Bonus Gap	46.67%

Proportion of male employees paid bonus pay	22.38%
Proportion of female employees paid bonus pay	14.55%

### Pay quartiles by gender

Band	Males	Females	Description
A	57% (78)	43% (58)	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	43% (59)	57% (78)	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	67% (92)	33% (46)	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	58% (79)	42% (57)	Includes all employees whose standard hourly rate places them above the upper quartile





We are committed to ensuring employees in similar roles are paid equitably and are equally determined to narrow the gender pay gap.

I can confirm that the information and data contained in this report is accurate and published in accordance with the gender pay gap reporting guidance and regulations.

A handwritten signature in blue ink, appearing to read 'Mark Rollinson', with a long horizontal line extending to the right.

Mark Rollinson  
Managing Director – UK & Ireland  
Dachser Ltd