



Dachser Ltd Gender Pay Gap Report – October 2021

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 2020, for a total number of 438 employees.

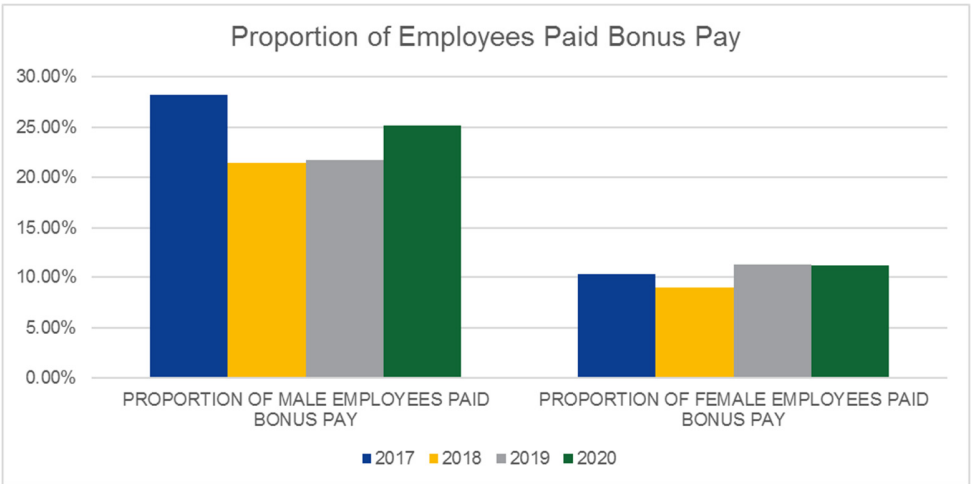
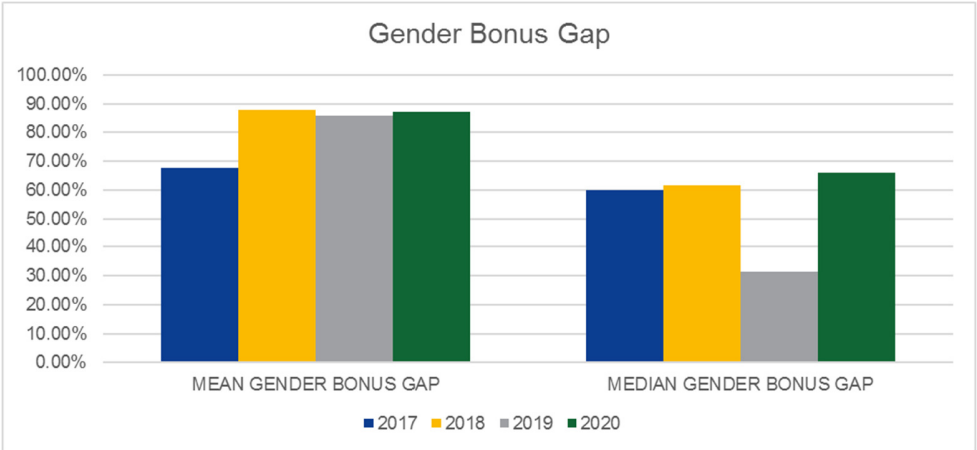
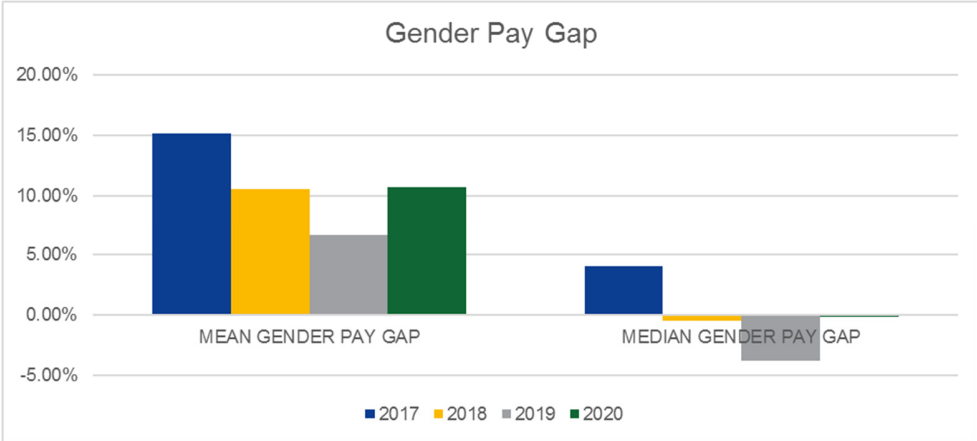
The statistical outcome of the analysis is as follows:

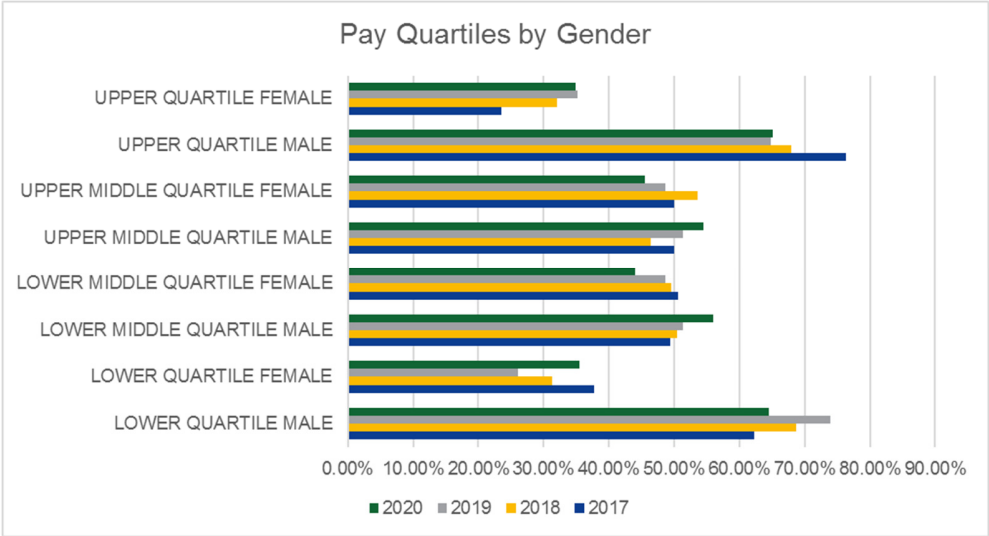
Mean Gender Pay Gap	10.69%
Median Gender Pay Gap	-0.17%
Mean Gender Bonus Gap	87.31%
Median Gender Bonus Gap	66.00%

Proportion of male employees paid bonus pay	25.19%
Proportion of female employees paid bonus pay	11.17%

Pay quartiles by gender

Band	Males	Females	Description
A	65% (71)	35% (39)	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	56% (61)	44% (48)	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the medial
C	55% (60)	45% (50)	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	65% (71)	35% (38)	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.

Mark Rollinson
 UK Managing Director
 Dachser Ltd