

SOLE|TRADER

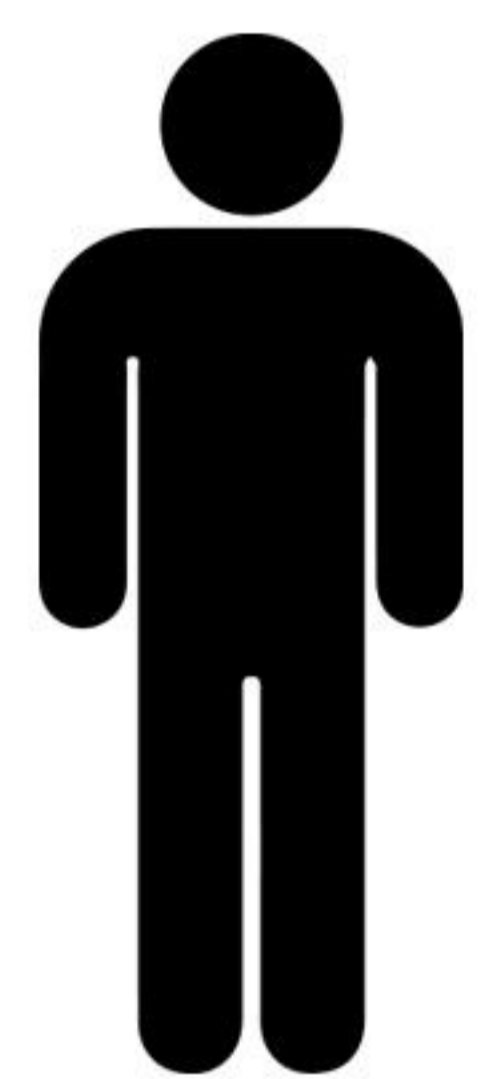
GENDER PAY GAP REPORT

2018

THE GENDER GAP AS OF A % OF MEN'S PAY

	MEAN	MEDIAN
HOURLY FIXED	17.2%	10.1%
BONUS	56.3%	11.7%

% OF MEN + WOMEN IN THE 4 QUARTILES



66.2%

44.4%

46.6%

31.1%

UPPER

UPPER MIDDLE

LOWER MIDDLE

LOWER



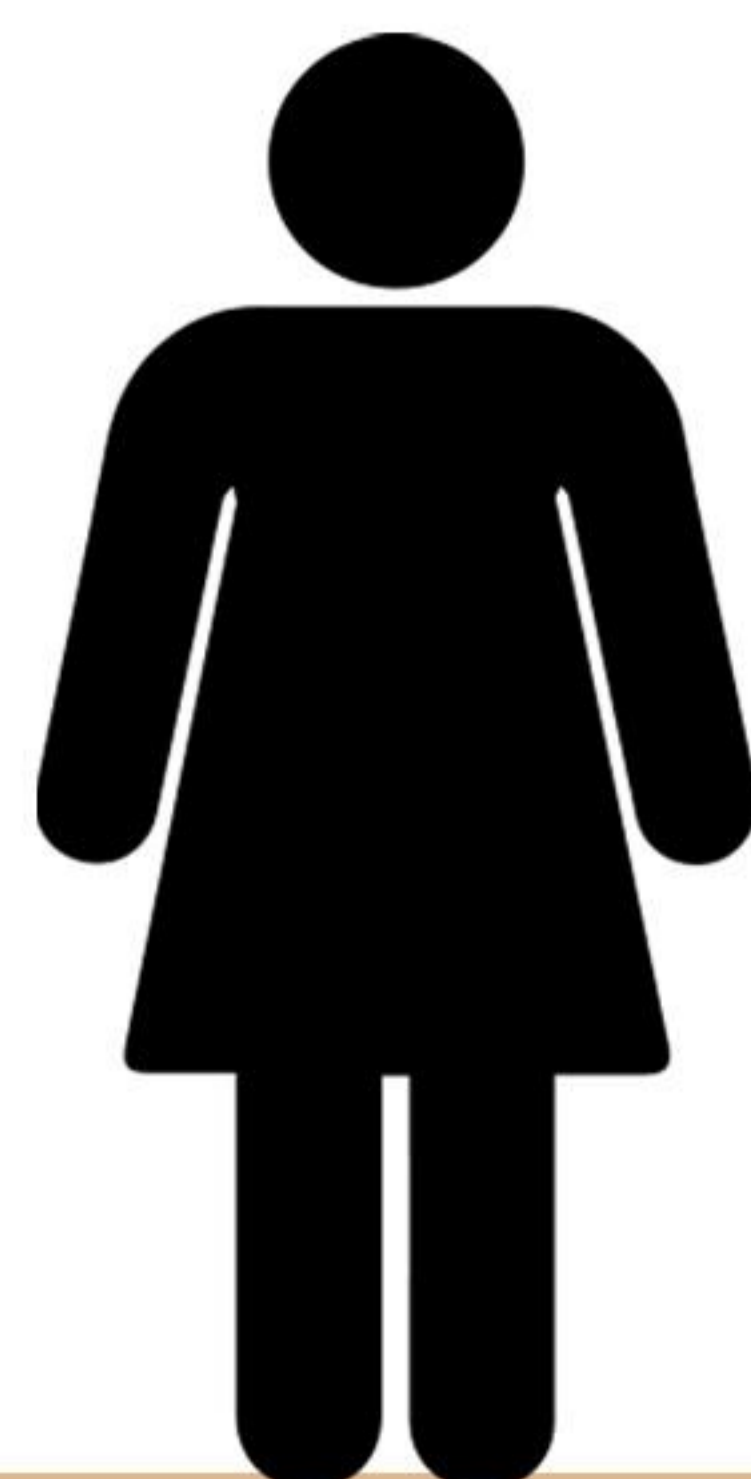
33.8%

55.6%

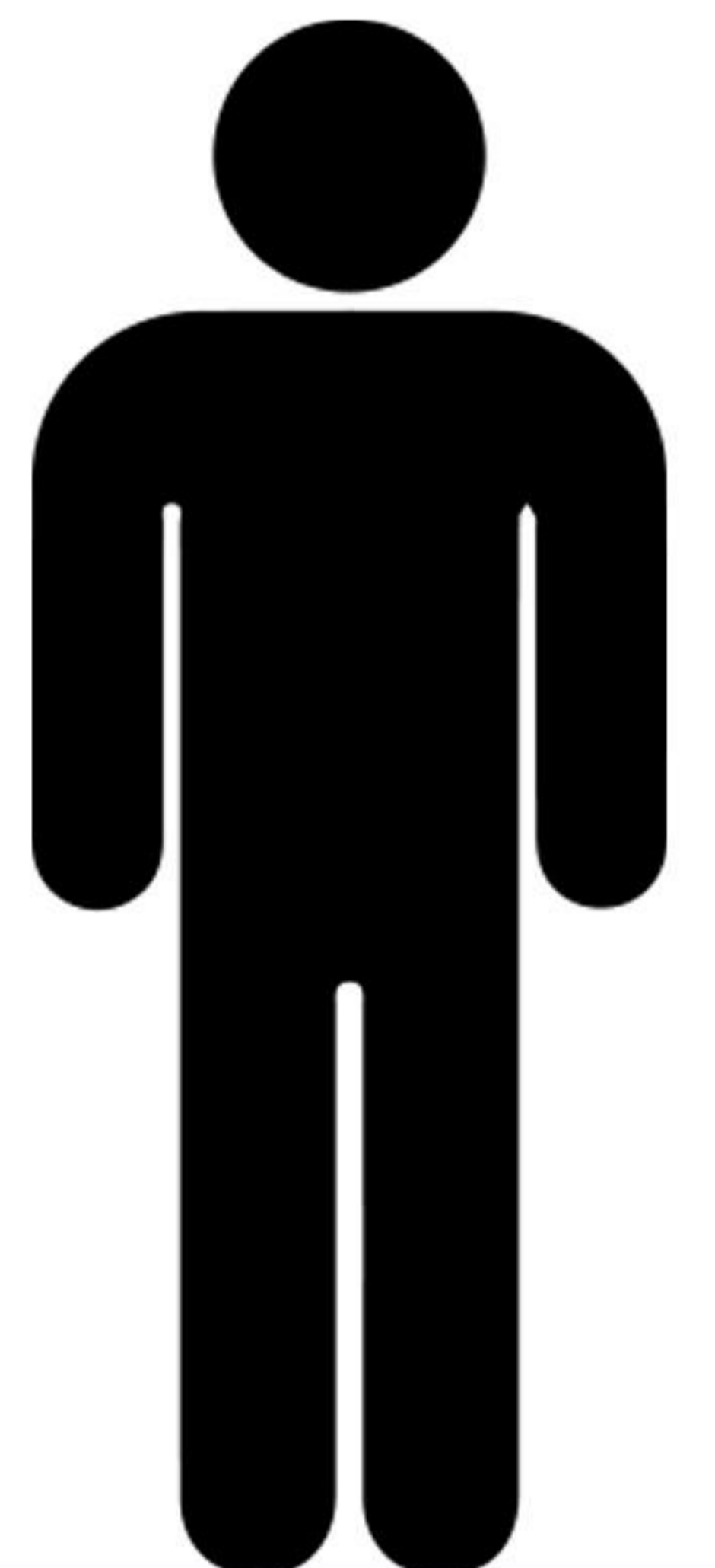
53.4%

68.9%

20.6%



36.9%



PROPORTION OF EMPLOYEES AWARDED BONUS