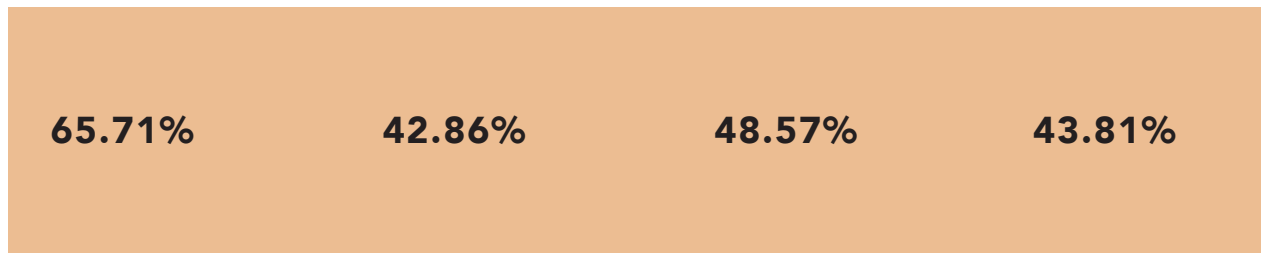


SOLE | TRADER 2017

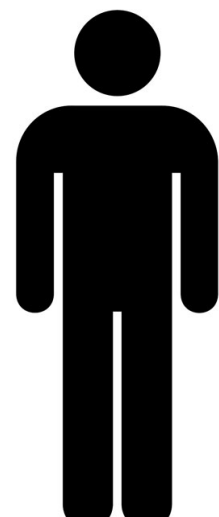
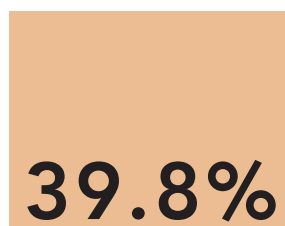
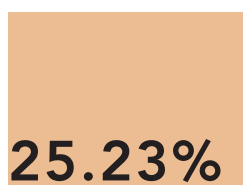
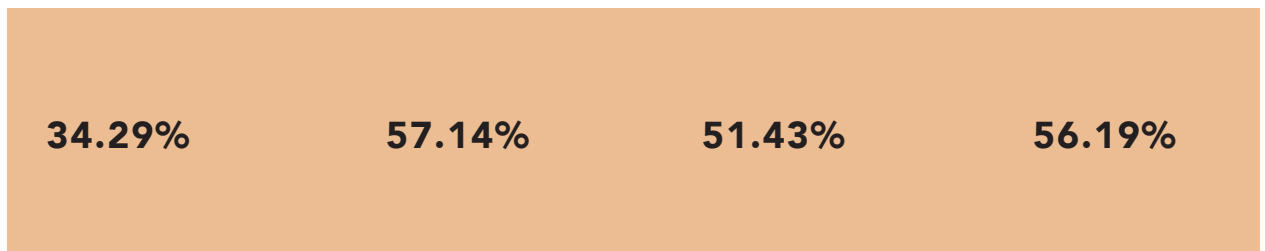
GENDER PAY GAP REPORT

DIFFERENCE BETWEEN MEN + WOMEN	MEAN	MEDIAN
	HOURLY FIXED	20.96%
BONUS	67.38%	0%

% OF MEN + WOMEN IN THE 4 QUARTILES



UPPER UPPER MIDDLE LOWER MIDDLE LOWER



PROPORTION OF EMPLOYEES AWARDED BONUS