

**2017 TO 2018 GENDER PAY GAP DATA
MONTRACON LIMITED**

WOMEN'S HOURLY RATE IS

19.7%

*LOWER
(mean)*

4.5%

*LOWER
(median)*

PAY QUANTILES

Top quartile

93.7%

MEN

6.3%

WOMEN

Upper middle quartile

91.6%

MEN

8.4%

WOMEN

Lower middle quartile

95.8%

MEN

4.2%

WOMEN

Lower quartile

84.4%

MEN

15.6%

WOMEN

WOMEN'S BONUS PAY IS

100%

*LOWER
(mean)*

100%

*LOWER
(median)*

WHO RECEIVED BONUS

6.3%

OF MEN

0%

OF WOMEN