

**Gender Pay Gap Reporting – Solomon Commercials Ltd – April 2019**

**Womens bonus pay; -**

Mean	Median
52.9%	0.0%

**Bonus's received; -**

Men	Women
92.4%	83.3%

**Pay quartiles gender split; -**

Top Quartile		Upper Middle Quartile		Lower Middle Quartile		Lower Quartile	
Men	Women	Men	Women	Men	Women	Men	Women
91.9%	8.1%	100%	0%	98.4%	1.6%	90.3%	9.7%

I confirm that the information contained in this report is accurate.

Steve Kenny  
Financial Director