

**2017 - 2018 GENDER PAY GAP DATA  
MIDLANDS TRUCK & VAN LIMITED**

**WOMENS' HOURLY RATE IS**

**14.6%**  
LOWER  
(mean)

**14.4%**  
LOWER  
(median)

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**PAY QUARTILES**

**Top quartile**

**90.9%**  
MEN

**9.1%**  
WOMEN

**Upper middle quartile**

**92.3%**  
MEN

**7.7%**  
WOMEN

**Lower middle quartile**

**76.9%**  
MEN

**23.1%**  
WOMEN

**Lower quartile**

**81.5%**  
MEN

**18.5%**  
WOMEN

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**Womens' bonus pay is**

**77.7%**  
LOWER  
(mean)

**89.7%**  
LOWER  
(median)

**Who Received Bonus**

**21.2%**  
OF MEN

**28.2%**  
OF WOMEN