

# Industria Personnel Services Ltd.

## 2017 to 2018 gender pay gap data

### Hourly rate

Difference in mean hourly rate of pay	3 %
Difference in median hourly rate of pay	1.3 %

### Bonus pay

	Male	Female
Percentage of employees who received bonus pay	27 %	15.2 %
Difference in mean bonus pay		-197.6 %
Difference in median bonus pay		34.4 %

### Employees by pay quartile

	Male	Female
Upper quartile	78.9 %	21.1 %
Upper middle quartile	76.7 %	23.3 %
Lower middle quartile	74.4 %	25.6 %
Lower quartile	76.1 %	23.9 %