

# mirus Gender Pay Gap - April 2022



## Difference between women and men

	Mean	Median
<b>Pay Gap</b>		
Women's hourly pay is:	1.8% ↑	equal
<b>Bonus Gap</b>		
Women's bonus pay is:	1.4% ↑	equal

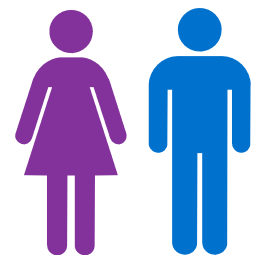
We are confident that the bonus percentage is not an area of concern, as this calculation includes payments made through our reward scheme, such as new employee referral rewards. If this element were removed from the calculation we are positive that our gender pay gap would be equal across all areas



## Proportion of men and women receiving a bonus

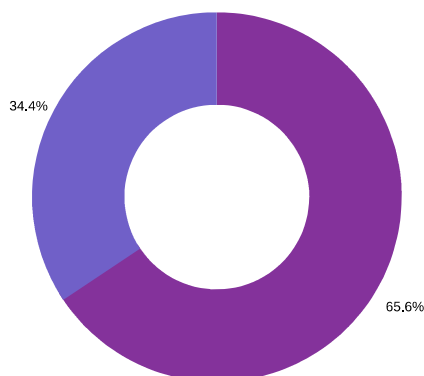


77.3%

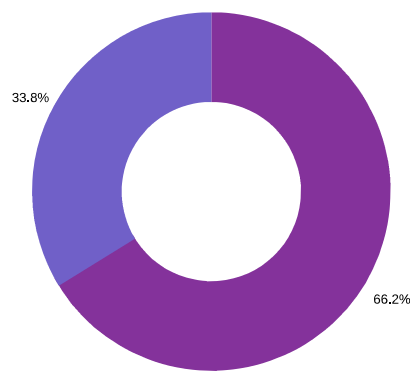


82.2%

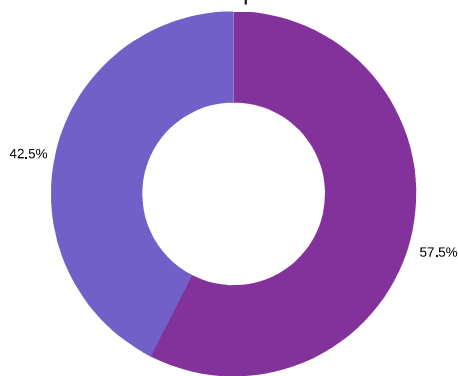
## Proportion of men and women in each pay quartile



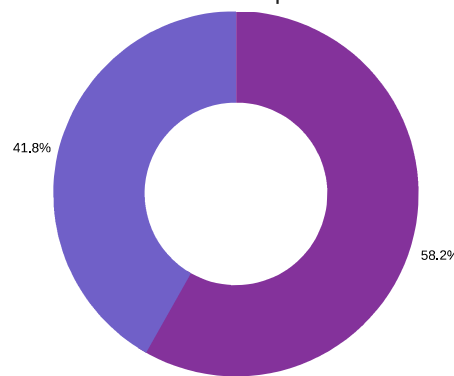
Lower quartile



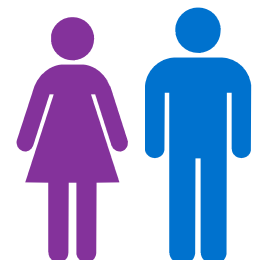
Lower middle quartile



Upper middle quartile



Top quartile



"I can confirm on behalf of mirus-Wales that the information published is accurate. Any queries please contact Kay Williams, Human Resources Director KayW@mirus-wales.org.uk"