

# Gender Pay Gap & Bonus Gap

## Our Results

When it comes to gender equality, Milestone Infrastructure is committed to creating a fair and level playing field, in which all of our people have access to opportunities for growth and progression. We aim to create a working environment in which our people's hard work is recognised and rewarded, and that their aspirations are continually supported.

	2022 Return
Mean Gender Pay Gap	9.36%
Median Gender Pay Gap	10.61%
Bonus Mean Gender Pay Gap	-136.00%
Bonus Median Gender Pay Gap	-82.15%

	2022 Return	
	%F	%M
Proportion Receiving Bonus	9.24	19.78

## Quartiles

	2022 Return	
	%F	%M
Lower Quartile	22.71	77.29
Lower Middle Quartile	19.53	80.47
Upper Middle Quartile	15.34	84.66
Upper Quartile	13.02	86.98