

Gender Pay Gap Report 24/25

MII Engineering is committed to be a mechanical engineering employer of choice and this analysis of our gender pay gap reflects our commitment to gender equality.

The table below provides our gender pay gap data for 24/25 which is based on data from a 'snapshot' date of 6 April 2025. No bonus payments were made.

	24/25	
Mean pay gap	10.13%	
Median pay gap	24.63%	
	24/25 Male	24/25 Female
Upper quartile	98.7%	1.3%
Upper middle	98.7%	1.3%
Lower middle	100.0%	0.0%
Lower quartile	88.2%	11.8%