

## Mean

HUACI hourly pay

**6.38% male**



Pay Gap including bonus

**6.41% male**

At HUACI Group the mean pay gap favours males by 1%.

## Median

HUACI hourly pay

**1.83% female**



Pay Gap including bonus



**1.83% female**

At HUACI Group the average gender pay gap is 1.83% favouring females.



## Salary Quartiles



			
UPPER	49.6%	50.4%	UPPER
UPPER MIDDLE	44.6%	55.4%	UPPER MIDDLE
LOWER MIDDLE	59.5%	40.5%	LOWER MIDDLE
LOWER	45.1%	54.9%	LOWER



Proportion of staff receiving bonus pay



9.1%



14.8%



% split of employees



2023

50%

50%

2022

51%

49%