

## Gender Pay Equity—

Mithun is committed to ensuring there is no gender-based wage discrimination within the practice. The goal of the firm's gender pay equity program is to eliminate systemic bias and discrimination that adds to the under-valuation of any gender, in terms of compensation for work performed. Pay is set for each employee considering a number of factors including: the market; internal equity; the training, skill and experience required; the level of responsibility; and the demonstrated and potential contribution in key areas of business. Our gender pay scale is intended to meet or exceed legislated wage requirements and industry standards, and to compensate, on the same basis and with parity, individuals performing the same or similar work, or work of equal value, regardless of gender.

**MITHUN**

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