

Gender Pay Gap Report

Laing O'Rourke has calculated its gender pay gap report at April 2022 and the results are as follows:

Difference in hourly rate

Women's mean hourly rate is **5.0%** lower than men's

Women's median hourly rate is **3.9%** lower than men's

Who receives bonus pay

Women: **64%**

Men: **38%**

Employees by pay quartile

Upper quartile (highest paid):

- Women: **11.2%**
- Men: **88.8%**

Upper middle quartile:

- Women: **13.4%**
- Men: **86.6%**

Lower middle quartile:

- Women: **11.2%**
- Men: **88.8%**

Lower quartile (lowest paid):

- Women: **19.7%**
- Men: **80.3%**

Difference in bonus pay

Women's mean bonus pay is **45.3%** lower than men's

Women's median bonus pay is **51.9%** lower than men's

We confirm that our data has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Rae Avatar Barnett
Head of People Function
Europe Hub

THE POWER OF EXPERIENCE

LAINGOROURKE.COM

