



Gender Pay Gap Report

Laing O'Rourke has calculated its gender pay gap report at April 2020 and the results are as follows:

<p>Difference in hourly rate</p> <p>Women's mean hourly rate is 13.6% lower than men's</p> <p>Women's median hourly rate is 17.6% lower than men's</p>	<p>Who receives bonus pay</p> <p>Women: 10.9%</p> <p>Men: 9.4%</p>
<p>Employees by pay quartile</p> <p>Upper quartile (highest paid):</p> <ul style="list-style-type: none"> • Women: 10.7% • Men: 89.3% <p>Upper middle quartile:</p> <ul style="list-style-type: none"> • Women: 8.1% • Men: 91.9% <p>Lower middle quartile:</p> <ul style="list-style-type: none"> • Women: 13.1% • Men: 86.9% <p>Lower quartile (lowest paid):</p> <ul style="list-style-type: none"> • Women: 23.5% • Men: 76.5% 	<p>Difference in bonus pay</p> <p>Women's mean bonus pay is 48.2% lower than men's</p> <p>Women's median bonus pay is 0% lower than men's</p> <p><i>We confirm that our data has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.</i></p>   <p>Josh Murray Group Director People, Corporate Affairs, Office of the CEO</p>

THE POWER OF EXPERIENCE

LAINGOROURKE.COM

