



Gender Pay Gap Report

Laing O'Rourke has calculated its gender pay gap report at April 2024 and the results are as follows:

<p>Difference in hourly rate</p> <p>Women's mean hourly rate is 5.3% lower than men's</p> <p>Women's median hourly rate is 4.8% lower than men's</p>	<p>Who receives bonus pay</p> <p>Women: 4.4%</p> <p>Men: 5.1%</p>
<p>Employees by pay quartile</p> <p>Upper quartile (highest paid):</p> <ul style="list-style-type: none"> • Women: 13.1% • Men: 86.9% <p>Upper middle quartile:</p> <ul style="list-style-type: none"> • Women: 15.2% • Men: 84.8% <p>Lower middle quartile:</p> <ul style="list-style-type: none"> • Women: 12.6% • Men: 87.4% <p>Lower quartile (lowest paid):</p> <ul style="list-style-type: none"> • Women: 19.8% • Men: 80.2% 	<p>Difference in bonus pay</p> <p>Women's mean bonus pay is 71% higher than men's</p> <p>Women's median bonus pay is 40% 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> <div data-bbox="828 1440 1015 1626">  </div> <div data-bbox="847 1637 1066 1715">  </div> <p>Lucy Kendall Head of Diversity & Inclusion Europe Hub</p>

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