



# Gender Pay Gap Report

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

<p><b>Difference in hourly rate</b></p> <p>Women's mean hourly rate is <b>13.6%</b> lower than men's</p> <p>Women's median hourly rate is <b>17.6%</b> lower than men's</p>	<p><b>Who receives bonus pay</b></p> <p>Women: <b>4.1%</b></p> <p>Men: <b>2.3%</b></p>
<p><b>Employees by pay quartile</b></p> <p><b>Upper quartile (highest paid):</b></p> <ul style="list-style-type: none"> <li>• Women: <b>10.7%</b></li> <li>• Men: <b>89.3%</b></li> </ul> <p><b>Upper middle quartile:</b></p> <ul style="list-style-type: none"> <li>• Women: <b>8.1%</b></li> <li>• Men: <b>91.9%</b></li> </ul> <p><b>Lower middle quartile:</b></p> <ul style="list-style-type: none"> <li>• Women: <b>13.1%</b></li> <li>• Men: <b>86.9%</b></li> </ul> <p><b>Lower quartile (lowest paid):</b></p> <ul style="list-style-type: none"> <li>• Women: <b>23.5%</b></li> <li>• Men: <b>76.5%</b></li> </ul>	<p><b>Difference in bonus pay</b></p> <p>Women's mean bonus pay is <b>48.2%</b> lower than men's</p> <p>Women's median bonus pay is <b>0%</b> 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><b>Josh Murray</b> Group Director People, Corporate Affairs, Office of the CEO</p>

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