



Gender Pay Gap Report

Laing O'Rourke has calculated its gender pay gap report at April 2021 and the results are as follows:

<p>Difference in hourly rate</p> <p>Women's mean hourly rate is 8.1% lower than men's</p> <p>Women's median hourly rate is 4.0% lower than men's</p>	<p>Who receives bonus pay</p> <p>Women: 5.2%</p> <p>Men: 5.2%</p>
<p>Employees by pay quartile</p> <p>Upper quartile (highest paid):</p> <ul style="list-style-type: none"> • Women: 10.6% • Men: 89.4% <p>Upper middle quartile:</p> <ul style="list-style-type: none"> • Women: 14.0% • Men: 86.0% <p>Lower middle quartile:</p> <ul style="list-style-type: none"> • Women: 10.8% • Men: 89.2% <p>Lower quartile (lowest paid):</p> <ul style="list-style-type: none"> • Women: 19.1% • Men: 80.9% 	<p>Difference in bonus pay</p> <p>Women's mean bonus pay is 44.6% higher 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>Rae Avatar Barnett Head of People Function Europe Hub</p>

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