



# Gender Pay Gap Report

Laing O'Rourke has calculated its gender pay gap report at April 2019 and the results are as follows:

<p><b>Difference in hourly rate</b></p> <p>Women's mean hourly rate is <b>7.8%</b> lower than men's</p> <p>Women's median hourly rate is <b>6.9%</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>11%</b></li> <li>• Men: <b>89%</b></li> </ul> <p><b>Upper middle quartile:</b></p> <ul style="list-style-type: none"> <li>• Women: <b>10%</b></li> <li>• Men: <b>90%</b></li> </ul> <p><b>Lower middle quartile:</b></p> <ul style="list-style-type: none"> <li>• Women: <b>11.5%</b></li> <li>• Men: <b>88.5%</b></li> </ul> <p><b>Lower quartile (lowest paid):</b></p> <ul style="list-style-type: none"> <li>• Women: <b>16.2%</b></li> <li>• Men: <b>83.8%</b></li> </ul>	<p><b>Difference in bonus pay</b></p> <p>Women's mean bonus pay is <b>62.6%</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> <div style="text-align: center;">   </div> <p><b>Josh Murray</b> Group Director of Human Capital and Corporate Affairs</p>