



Gender Pay Gap Report

Laing O'Rourke has calculated its gender pay gap report at April 2018 and the results are as follows:

<p>Difference in hourly rate</p> <p>Women's mean hourly rate is 12.3% lower than men's</p> <p>Women's median hourly rate is 10.9% lower than men's</p>	<p>Who received bonus pay</p> <p>3.9% of women</p> <p>6.7% of men</p>
<p>Employees by pay quartile</p> <p>Upper quartile (highest paid):</p> <ul style="list-style-type: none"> • Women: 9.7% • Men: 90.3% <p>Upper middle quartile:</p> <ul style="list-style-type: none"> • Women: 8.8% • Men: 91.2% <p>Lower middle quartile:</p> <ul style="list-style-type: none"> • Women: 11.6% • Men: 88.4% <p>Lower quartile (lowest paid):</p> <ul style="list-style-type: none"> • Women: 16.2% • Men: 83.8% 	<p>Difference in bonus pay</p> <p>Women's mean bonus pay is 24.2% lower than men's</p> <p>Women's median bonus pay is 6.6% lower than men's</p> <p>We confirm that our data has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.</p> <div style="text-align: center;">   </div> <p>Josh Murray Group Director of Human Capital and Corporate Affairs</p>