



MACTAGGART SCOTT

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Gender pay gap report

MacTaggart Scott is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 5 April 2018.

- The mean gender pay gap for MacTaggart Scott is 24%
- The median gender pay gap for MacTaggart Scott is 21%
- The mean gender bonus gap for MacTaggart Scott is n/a
- The median gender bonus gap for MacTaggart Scott is n/a
- The proportion of male employees in MacTaggart Scott receiving a bonus is n/a and the proportion of female employees receiving a bonus is n/a

| Pay quartiles by gender | | | |
|-------------------------|-------|---------|---|
| Band | Males | Females | Description |
| A | 78% | 22% | Includes all employees whose standard hourly rate places them at or below the lower quartile |
| B | 95% | 5% | Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median |
| C | 91% | 9% | Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile |
| D | 97% | 3% | Includes all employees whose standard hourly rate places them above the upper quartile |

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

MacTaggart Scott is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.



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MacTaggart Scott is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the varying roles in which men and women work within the organisation and the salaries that these roles attract.

MacTaggart Scott will continue to focus on attracting female talent into the engineering sector. We will ensure all female employees can access opportunities to develop within the business and will continue to review our work life balance offerings

I, Gary Robinson, Finance Director confirm that the information in this statement is accurate.

Date 18 March 2019