



# MACTAGGART SCOTT

Innovators since 1898

## 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 2019.

- The mean gender pay gap for MacTaggart Scott is 24%
- The median gender pay gap for MacTaggart Scott is 20%
- The mean gender bonus gap for MacTaggart Scott is 19%
- The median gender bonus gap for MacTaggart Scott is 50%
- The proportion of male employees in MacTaggart Scott receiving a bonus is 14% and the proportion of female employees receiving a bonus is 14%

Pay quartiles by gender			
Band	Males	Females	Description
A	81%	19%	Includes all employees whose standard hourly rate places them in the lower quartile
B	92%	8%	Includes all employees whose standard hourly rate places them in the lower middle quartile
C	92%	8%	Includes all employees whose standard hourly rate places them in the upper middle quartile
D	97%	3%	Includes all employees whose standard hourly rate places them in 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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In summary, we have a gap because we employ fewer women than men, and we currently have fewer women than men in senior roles. MacTaggart Scott is 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.

A handwritten signature in black ink, appearing to read 'G. Robinson', with a long horizontal flourish extending to the right.

Date 26 March 2020