



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 2023.

- The mean gender pay gap for MacTaggart Scott is 13%
- The median gender pay gap for MacTaggart Scott is 10%
- The mean gender bonus gap for MacTaggart Scott is -2.8%
- The median gender bonus gap for MacTaggart Scott is 0%
- The proportion of male employees in MacTaggart Scott receiving a bonus is 89% and the proportion of female employees receiving a bonus is 88%

Pay quartiles by gender			
Band	Males	Females	Description
A	82%	18%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	88%	12%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	92%	8%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	94%	6%	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.



MACTAGGART SCOTT

Innovators since 1898

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, Chris Mann, Finance Director confirm that the information in this statement is accurate.

A handwritten signature in black ink, appearing to read 'C Mann', is written in a cursive style.

Date 28 March 2024