

MCLAREN CONSTRUCTION PAY GAP REPORT 2017

As a responsible employer with over 250 employees we detail our first annual gender pay gap report based on pay data as of 05 April 2017.

The gender pay gap is defined as the difference in the average earnings of men and women over a defined period regardless of their position or seniority.

Gender pay is distinct from equal pay as it does not measure the parity of pay for roles of the same level, it compares the average pay by gender of all roles collectively, regardless of level and type.

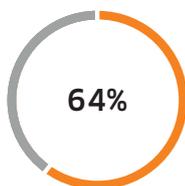
We benchmark all roles each year, enabling us to ensure males and females doing like for like roles are rewarded the same in pay and bonus.

McLaren Construction like many other organizations within the construction sector has a high proportion of males employed with our gender mix being 82% male and 18% female.

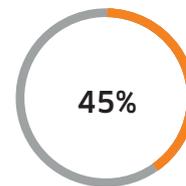
Gender Pay Gap	Mean	Median
Hourly fixed pay gap	48%	51%
Bonus gap	75%	70%

The pay and bonus gap reflects the higher proportion of male employees in senior positions that attract higher salaries and bonus payments.

Proportion of male relevant employees with bonus pay

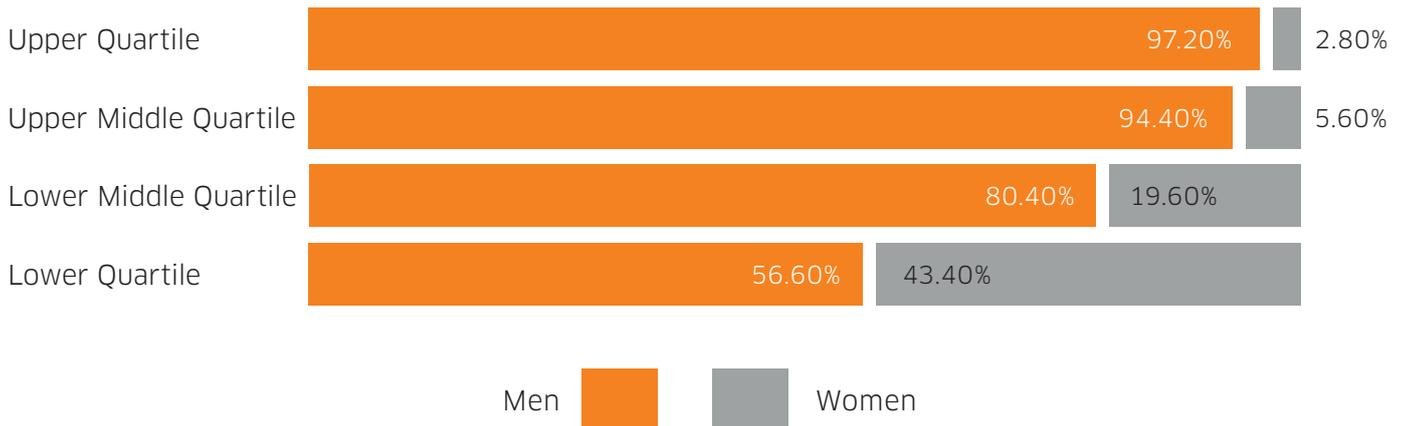


Proportion of female relevant employees with bonus pay



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Pay Quartiles



The proportion of males and females in each quartile pay band is as follows;

Whilst the split is consistent in our lower quartiles in the male dominated sector, there are fewer females in the upper quartiles, reflecting lower numbers of women in senior management roles

Summary

We understand the need to attract more females to the industry and build female capability at senior level. We are acting to do this through engaging with local schools and colleges to inspire more women into the industry, creating clear career paths within the business, and working with the lead organisations of the industry to promote a diverse and inclusive culture.

The Board of Directors of the Company delegate the approval of this statement on its behalf to the Managing Directors of the Company.

For and on behalf of McLaren Construction Ltd
on 01 July 2018

D. Murphy

David Murphy

Managing Director - Distribution and Mixed Use