

GENDER PAY REPORT 2022.

As a Specialist Engineering Contractor, our people are our greatest asset. They are highly skilled and passionate about what they do, and we support them with equal opportunities to accomplish their full potential. Every individual is respected and valued irrespective of age, gender, race, religion, or disability.

So, what do our statistics show?

We have reduced our mean by 7.2% and median gender pay gap by 6.9% and have seen an increase of 5.6% in the proportion of women in our upper middle hourly pay quartile. While we are pleased with the improvements we've made in the last year, we also acknowledge that there is still a lot of work to be done.

We focus on the right person for the role. We value and encourage diversity in backgrounds,

perspectives, experiences, and expertise. This is not only the right thing to do, but it also benefits our employees, clients, and communities, and aligns with values and business performance.

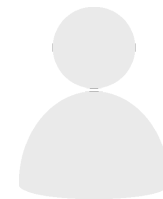
We know that the construction industry has a significant gender pay gap, due in part to the underrepresentation of females in construction. We are playing our part in trying to change this and are already seeing some improvements. Last year we became a member of Women into Construction, an independent not-for-profit organisation that promotes gender equality in construction. We've had a number of our female employees attend courses aimed at supporting their progression within McGee and the wider industry.

We also became members of WISE, an organisation delivering women-centred equality, diversity, and inclusion solutions for the STEM sectors.

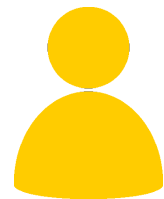
GENDER REPRESENTATION.

MEAN GENDER PAY GAP - **15.0%**

MEDIAN GENDER PAY GAP - **13.7%**

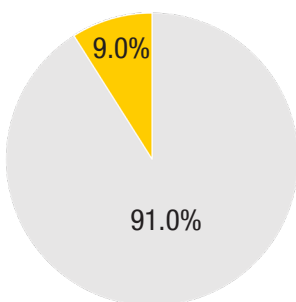


MALE - 88.1%

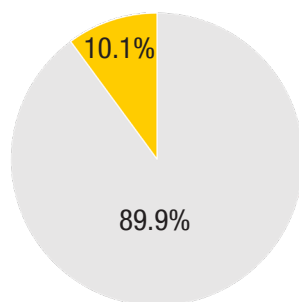


FEMALE - 11.9%

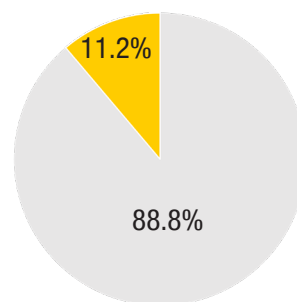
PROPORTION OF MALE AND FEMALE BY QUARTILE %



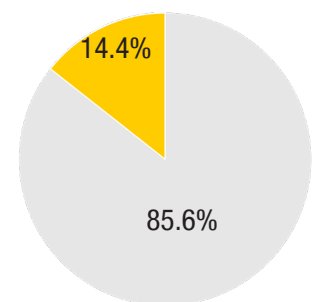
Upper hourly pay quartile



Upper middle hourly pay quartile



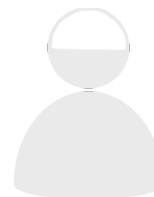
Lower middle hourly pay quartile



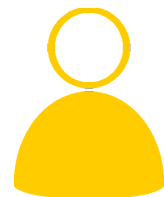
Lower hourly pay quartile

BONUS PAY:

As an employee-owned business we all share in its success. Under the rules of the Employee Ownership Trust bonus scheme, employees must have at least 12 months' continuous employment. To that effect employees that have not received a bonus had less than 12 months service when the bonus was approved.



MALE - 80.8%*



FEMALE - 65.2%*

MEAN BONUS PAY GAP - **73.4%**

MEDIAN BONUS PAY GAP - **27.1%**

*Percentage of employees that received a bonus.