



Our gender pay report is produced as per the Equality Act 2010 (Gender Pay Gap Information) legislation. At Giant we engage contractors who are sourced for assignments through recruitment agencies and/or other end hirers and the contractors negotiate their rate of pay directly with them. The gender mix and rates of pay for these workers are therefore outside our control.

April-25	giant precision contracts limited		giant professional limited		giant employment limited	
gender pay gap	Co No: 12668934		Co No: 07872025		Co No: 11157629	
women's mean hourly pay	17.2% lower		23.4% lower		25.0% lower	
women's median hourly pay	25.0% lower		16.0% lower		18% higher	
pay quartiles	women	men	women	men	women	men
upper quartile	29%	71%	20%	80%	42%	58%
upper middle quartile	16%	84%	25%	75%	63%	37%
lower middle quartile	36%	64%	28%	72%	60%	40%
lower quartile	52%	48%	34%	66%	35%	65%
who receives a bonus	0%	0%	0%	0%	0%	0%

April-24	giant precision contracts limited		giant professional limited		giant employment limited	
gender pay gap						
women's mean hourly pay	24.9% lower		16.8% lower		26.7% lower	
women's median hourly pay	33.0% lower		22.0% lower		1.5% higher	
pay quartiles	women	men	women	men	women	men
upper quartile	25%	75%	18%	82%	28%	72%
upper middle quartile	28%	72%	24%	76%	50%	50%
lower middle quartile	51%	49%	32%	68%	49%	51%
lower quartile	48%	52%	35%	65%	26%	74%
who receives a bonus	0%	0%	0%	0%	0%	0%

Michael Henry  
 Group Chief Financial Officer  
 2nd April 2026