

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-24	giant precision contracts limited		giant professional limited		giant employment limited	
gender pay gap	24.9% lower		16.8% lower		26.7% lower	
women's mean hourly pay	33.0% lower		22.0% lower		1.5% higher	
women's median hourly pay	women	men	women	men	women	men
pay quartiles						
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%

April-23	giant precision services limited		giant precision workforce limited		giant precision planning limited		giant professional limited		giant employment limited	
gender pay gap	8% lower		27.8% lower		24.2% lower		17.1% lower		28.7% lower	
women's mean hourly pay	3% lower		20.7% lower		34.4% lower		20.0% lower		46.1% lower	
women's median hourly pay	women	men	women	men	women	men	women	men	women	men
pay quartiles										
upper quartile	44%	56%	10%	90%	27%	73%	18%	82%	22%	78%
upper middle quartile	43%	57%	27%	73%	22%	78%	28%	72%	28%	72%
lower middle quartile	49%	51%	37%	63%	52%	48%	32%	68%	43%	57%
lower quartile	48%	52%	53%	47%	51%	49%	37%	63%	47%	53%
who receives a bonus	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

April-22	giant precision services limited		giant precision workforce limited		giant precision planning limited		giant professional limited		giant employment limited	
gender pay gap	43% lower		29.0% lower		26.1% lower		13.5% lower		35.8% lower	
women's mean hourly pay	24% lower		20.7% lower		32.5% lower		14.3% lower		41.4% lower	
women's median hourly pay	women	men	women	men	women	men	women	men	women	men
pay quartiles										
upper quartile	35%	65%	14%	86%	30%	70%	24%	76%	18%	82%
upper middle quartile	48%	52%	41%	59%	33%	67%	28%	72%	24%	76%
lower middle quartile	63%	37%	42%	58%	52%	48%	35%	65%	43%	57%
lower quartile	44%	56%	55%	45%	49%	51%	37%	63%	47%	53%
who receives a bonus	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%



Michael Henry
Group Chief Financial Officer
4th April 2025