



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-23	giant precision services limited		giant precision workforce limited		giant precision planning limited		giant professional limited		giant employment limited	
gender pay gap										
women's mean hourly pay	8% lower		27.8% lower		24.2% lower		17.1% lower		28.7% lower	
women's median hourly pay	3% lower		20.7% lower		34.4% lower		20.0% lower		46.1% lower	
pay quartiles	women	men	women	men	women	men	women	men	women	men
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										
women's mean hourly pay	43% lower		29.0% lower		26.1% lower		13.5% lower		35.8% lower	
women's median hourly pay	24% lower		20.7% lower		32.5% lower		14.3% lower		41.4% lower	
pay quartiles	women	men	women	men	women	men	women	men	women	men
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%

April-21	giant precision services limited		giant precision workforce limited		giant precision planning limited		giant professional limited	
gender pay gap								
women's mean hourly pay	24.9% lower		34.7% lower		31.9% lower		16.4% lower	
women's median hourly pay	28.7% lower		23.1% lower		44.3% lower		19.2% lower	
pay quartiles	women	men	women	men	women	men	women	men
upper quartile	28%	72%	16%	84%	30%	70%	23%	77%
upper middle quartile	38%	62%	39%	61%	40%	60%	28%	72%
lower middle quartile	46%	54%	31%	69%	55%	45%	35%	65%
lower quartile	48%	52%	67%	33%	54%	46%	38%	62%
who receives a bonus	0%	0%	0%	0%	0%	0%	0%	0%

April-20	giant precision services limited		giant precision management limited		giant professional limited	
gender pay gap						
women's mean hourly pay	18.1% lower		35.9% lower		18.0% lower	
women's median hourly pay	16.1% lower		4.8% lower		23.9% lower	
pay quartiles	women	men	women	men	women	men
upper quartile	29%	71%	44%	56%	23%	77%
upper middle quartile	27%	73%	52%	48%	31%	69%
lower middle quartile	41%	59%	46%	54%	38%	62%
lower quartile	47%	53%	57%	43%	40%	60%
who receives a bonus	0%	0%	0%	0%	0%	0%

April-19	giant precision services limited		giant precision management limited		giant professional limited	
gender pay gap						
women's mean hourly pay	36.5% lower		4.8% lower		29.1% lower	
women's median hourly pay	17.5% lower		7.1% lower		32.3% lower	
pay quartiles	women	men	women	men	women	men
upper quartile	23%	77%	47%	53%	34%	66%
upper middle quartile	15%	85%	41%	59%	35%	65%
lower middle quartile	24%	76%	57%	43%	42%	58%
lower quartile	50%	50%	58%	42%	54%	46%
who receives a bonus	0%	0%	0%	0%	0%	0%

Michael Henry
Group Chief Financial Officer
4th April 2024