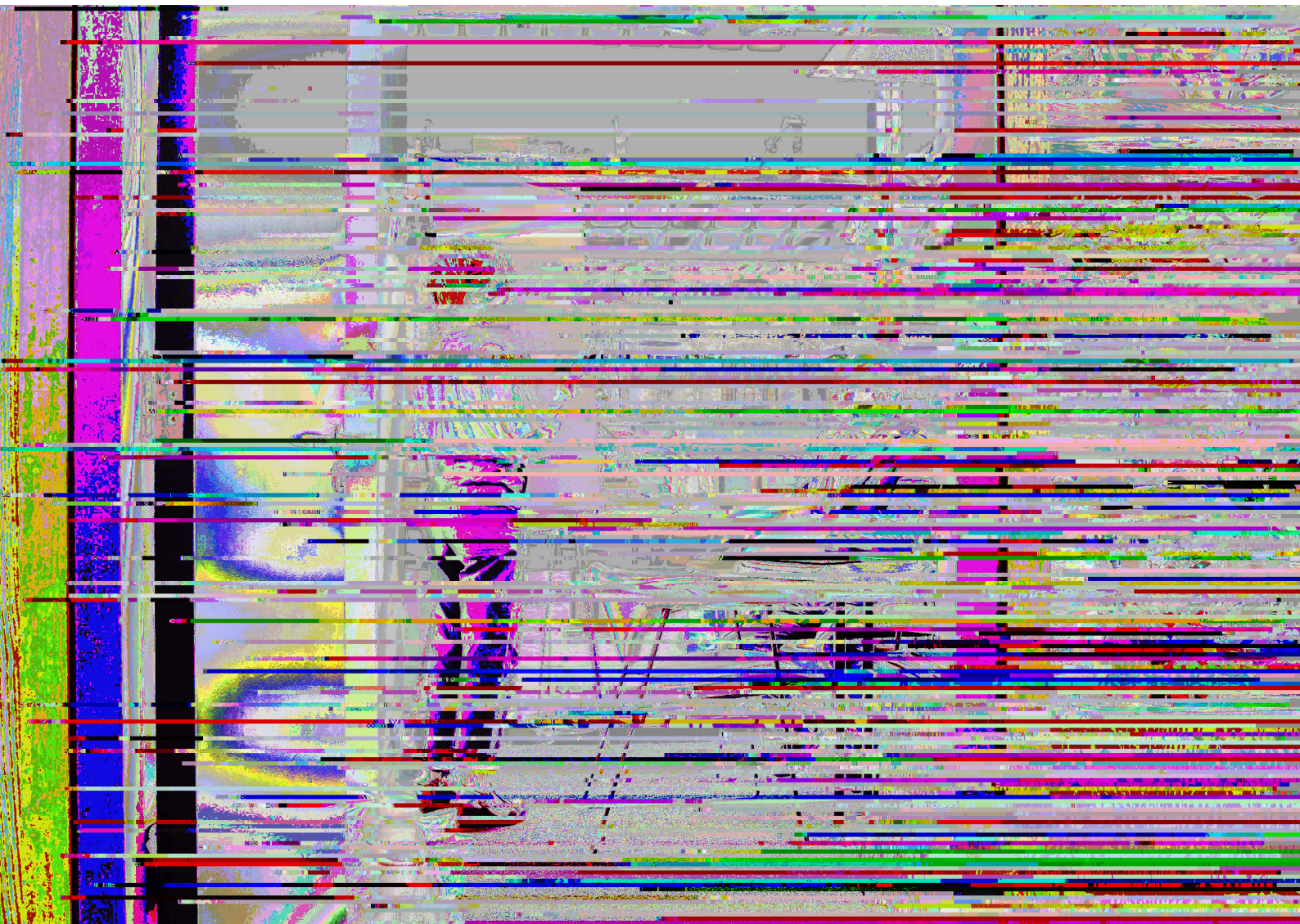
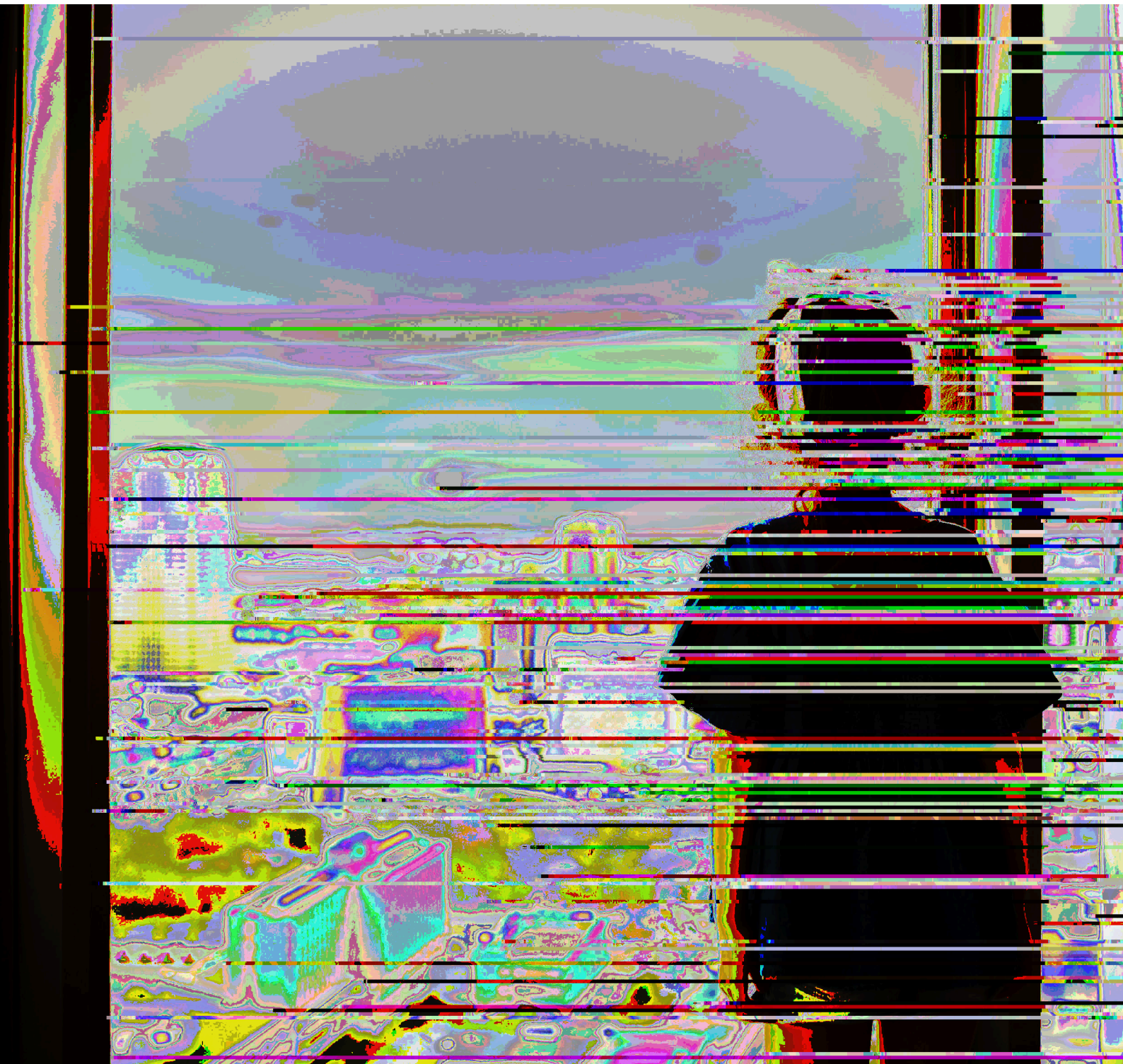


John Wood Group PLC
2021

Gender pay gap report 2020



Wood is a global leader in consulting and engineering across energy and the built environment, helping to unlock solutions to some of the world's most critical challenges. We provide consulting, projects and operations solutions in more than 60 countries, employing around 40,000 people.



Introduction

This report details the gender pay gap reporting requirements in the United Kingdom covered under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The regulations require companies with more than 250 employees to publish information on their gender pay gap.

In line with previous years, Wood has reported all UK employing entities, including those with less than 250 employees as at the snapshot date.

Consistent with previous reports, our business and resulting entity structure continues to evolve through integration, divestment and acquisitive growth which makes year on year comparison by entity challenging.

Since the 2019 report, Wood has significantly reduced UK employing entities as a result of entity rationalisation and divestment. For 2020 we are reporting 6 entities, 2 of which are mandatory and 4 voluntary, (down from 12 in 2019; 5 mandatory, 7 voluntary); employee headcount is as at the snapshot date of 5th April 2020, as detailed.

Wood Group UK Limited is the main UK employing entity. Roles in this entity cover the full Wood service offering and include the Wood Executive Leadership Team. Other entities have their own service offering which is summarised in the entity specific sections of this report.

Overall reported headcount has reduced from 7,698 to 5,929, mainly due to portfolio rationalisation divestment.

Despite the extension provided by UK government, Wood has continued to report the gender pay gap in 2019 and in 2020 in line with requirements to publish results within 12 months of the snapshot date. This is part of our strategy on transparency in all aspects of reward and commitment to inclusion and diversity. We continue to focus on those areas which we can control and positively impact across our global organisation.

This report is for the snapshot date of 5th April 2020. The entities and headcount as at the snapshot date are:

| Employing entity | Headcount |
|--|-----------|
| Wood Group UK Limited | 4579 |
| Wood Environment & Infrastructure Solutions (UK) Limited | 720 |

| Voluntarily reported entities | Headcount |
|--|-----------|
| The Automated Technology Group Limited | 227 |
| Mustang Engineering Limited | 165 |
| Wood Transmission & Distribution Limited | 207 |
| PSJ Fabrications Limited | 31 |

Accuracy statement

I confirm the gender pay gap data contained in this report is accurate and has been produced in accordance with the regulations.

Sue MacDonald
Executive President
People & Organisation



Reporting requirements

The regulations require reporting on pay and bonuses by employing entity as follows:

- Mean (average) gross hourly rate of pay
- Median gross hourly rate of pay
- Proportion of male/female in hourly rate of pay quartiles (four bands)
- Mean bonus pay
- Median bonus pay
- Proportion of male/female in receipt of bonuses, in the 12 months before the snapshot date

Results are published on the Government website, categorised by industry sector, and are held on the company website for a period of three years. The report is for the snapshot date of 5th April 2020.

"We're committed that our Wood community of 40,000 colleagues across 60 countries, should reflect the communities where we live and work. Bringing together rich differences in thought, expertise, and experience across our global team is what will power our success now, and long into the future. We are committed to improving gender balance and building a supportive and inclusive workplace. We have a clear Inclusion and Diversity strategy and enterprise level plan to achieve this."

Sue MacDonald
Executive President People & Organisation

Gender pay gap results

Employees at snapshot date:

5,929

Gender balance:



Mean Gap/Median Gap Pay

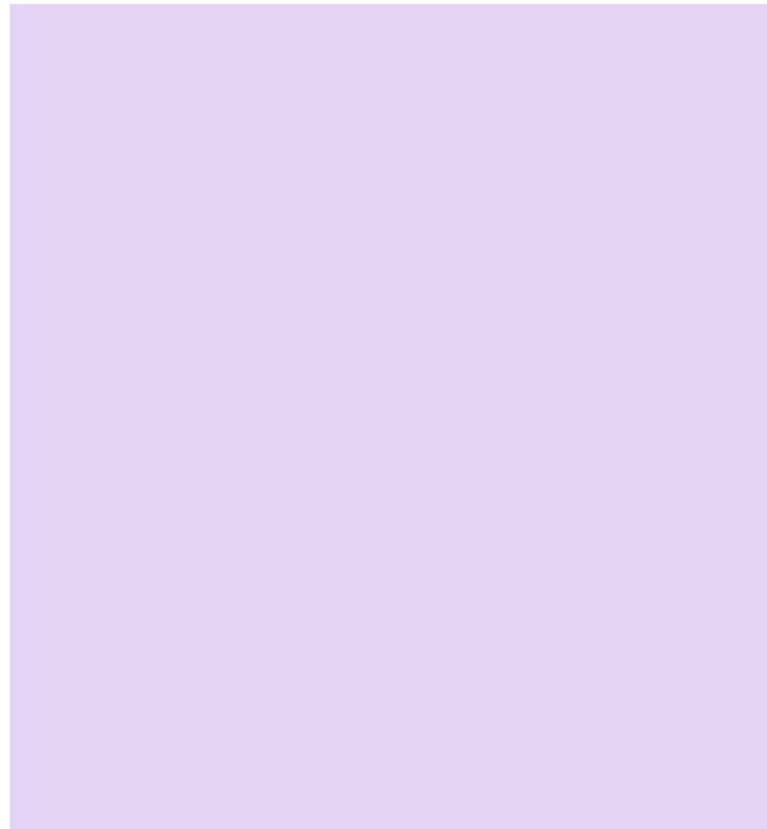


Mean Gap/Median Gap Bonus



Our key findings

It is well reported that the reasons behind the gender pay gap is a complex issue. We are confident that our gender pay gap does not reflect an equal pay issue nor is it related to paying males and females differently. We believe it is a result of more males in technical and senior





The Automated Technology Group Limited

Business overview

This entity has been reported voluntarily. The Automated Technology Group ("TATGL") is a leading supplier of control, systems, and power solutions for industrial automation. TATGL design, install and support dynamic solutions for power, automation, and process control, delivering complex projects

227

Base pay:

| | % gap |
|--------|-------|
| Mean | 31.6% |
| Median | 36.3% |

| Quartiles | Male | Female |
|------------|------|--------|
| Pay Band A | 100% | 0% |
| Pay Band B | 93% | 17% |
| Pay Band C | 96% | 4% |
| Pay Band D | 100% | 0% |

Bonus:

| | % gap |
|--------|-------|
| Mean | 100% |
| Median | 100% |

% in receipt of bonus



Mustang Engineering Ltd

Business overview

This entity has been reported voluntarily. Mustang Engineering provides project management, engineering, and construction operations to the oil & gas, industrial, automation & control and refining & chemicals industries.

165

Base pay:

| | % gap |
|--------|-------|
| Mean | 30.2% |
| Median | 33.5% |

| Quartiles | Male | Female |
|------------|------|--------|
| Pay Band A | 90% | 10% |
| Pay Band B | 32% | 68% |
| Pay Band C | 58% | 42% |
| Pay Band D | 77% | 23% |

Bonus:

| | % gap |
|--------|-------|
| Mean | 36.9% |
| Median | 74.6% |

% in receipt of bonus



Business overview

This entity has been reported voluntarily and supports projects in the transmission and distribution of electric power from conventional and renewable sources. 43% of the workforce are site roles (the majority of which are trade and craft)

Business overview

This entity has been reported voluntarily. PSJ

