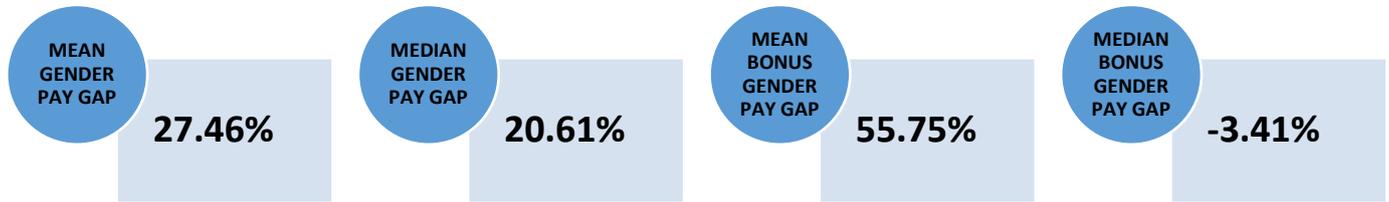


GENDER PAY GAP REPORT 2018

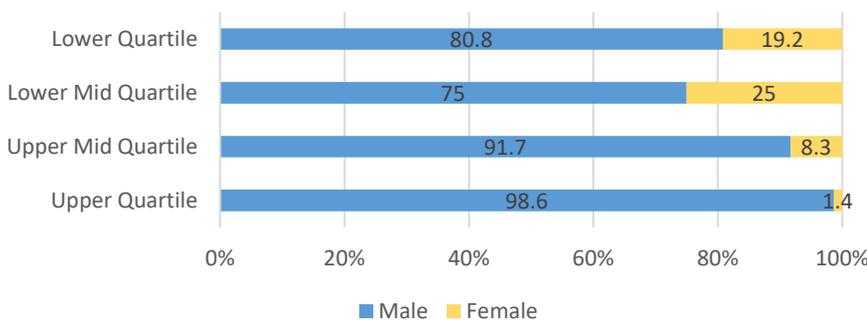


WHAT IS THIS REPORT?

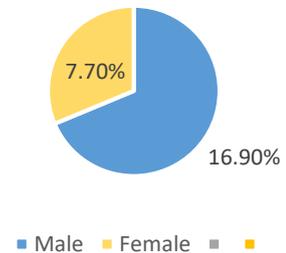
As a business which employs over 250 employees, Jackson is required to publish an annual gender pay gap report showing difference in pay between male and female employees. We have carried out an analysis of our data and the following figures are based on a workforce of 245 males and 38 females as at our snapshot date of 5 April 2018:



PROPORTION OF MALES & FEMALES IN EACH QUARTILE



PROPORTION OF MALES & FEMALES RECEIVING BONUS PAY



COMMENTARY

The national average gender pay gap is currently 17.9%* and Jackson's gender pay gap is 20.6%. We recognise that women are under-represented within the organisation, particularly in technical and management roles.

We are confident that we offer equal pay to men and women for the same or equivalent work. The gender pay gap, however, takes into account all jobs, at all levels and salaries and therefore reflects the level of roles that women carry out within an organisation. Although we try to recruit more females, it is predominantly males who tend to gravitate towards the technical roles within our industry, which tend to be the roles that attract the higher rates of pay. This is the nature of the construction industry in general, particularly in regard to technical roles such as engineers, quantity surveyors, planners, etc. The majority of our females fall into the mid and lower quartiles, with many of them working on a part time basis within non-technical or administrative roles.

WHAT ARE WE DOING TO MAKE A DIFFERENCE?

Fairness, Inclusion & Respect (FIR)

As well as committing to using the Sustainability School's FIR toolkit, we have been awarded the 'Working Towards' logo for the BeFair Framework to confirm our commitment to developing a more inclusive workplace. We are aiming to be awarded full accreditation by the end of 2019. We have trained FIR ambassadors within the business and our FIR working group is working towards attracting and retaining a more diverse workforce with a focus on increasing the number of women within our business.

Recruitment

We will continue our drive to attract more women into the organisation, particularly with regard to technical roles. We will also try to inspire more females to work in the industry through our engagement with local schools and colleges.

Career Development

All Individuals will continue to have equal access to employment opportunities, regardless of gender. We support apprentices, graduates and any colleagues who wish to study for further education and subsequent professional qualifications.

Brian Crofton – Managing Director



* Office of National Statistics, 2018