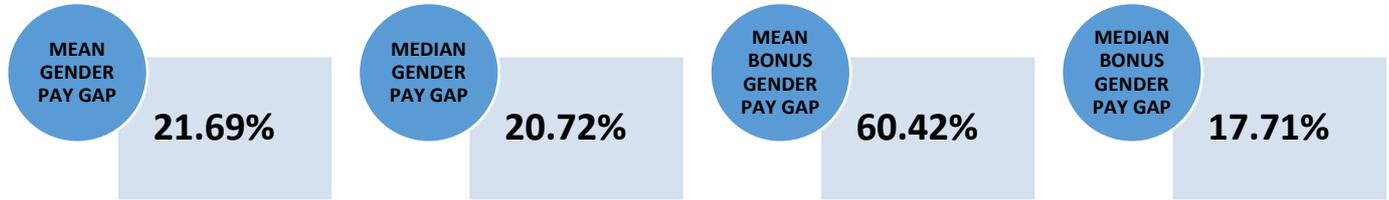


GENDER PAY GAP REPORT 2020

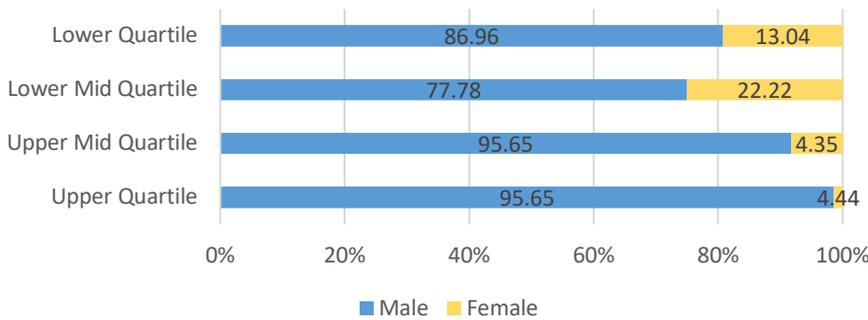


WHAT IS THIS REPORT?

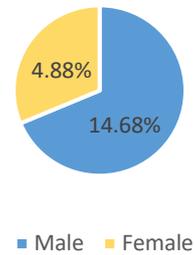
We currently employ 259 staff, and as such Jackson is required to publish an annual gender pay gap report showing difference in pay between male and female employees. We have carried out an analysis of our data and the following figures are based on a workforce of 218 males and 41 females as at our snapshot date of 5 April 2020:



PROPORTION OF MALES & FEMALES IN EACH QUARTILE



PROPORTION OF MALES & FEMALES RECEIVING BONUS PAY



COMMENTARY

We recognise that women are under-represented within the organisation, particularly in technical and management roles. The total number of staff and the percentage split of males and females was similar to the previous year. However, due to the effects of Covid-19, the number of full-pay employees during the pay period was reduced by 77, 30% of total employees. This reduction was mainly due to Furlough pay and reduced basic pay for a number of employees, mostly senior staff and directors. The reduction affected 51% of female staff (19 furloughed and 1 reduced pay) and 26% of male staff (30 furloughed and 23 reduced or no basic pay). It is likely that had these employees not been on furlough or reduced pay, both the mean and median gender pay gap would have been higher.

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 aim 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 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 BeFair Framework to confirm our commitment to developing a more inclusive workplace. 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. We are also a gold member of 'Women into Construction'.

Recruitment

We will continue our drive to attract more women into the organisation, particularly with regard to technical roles. We are also inspiring 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

