



**Jones Bros Ruthin (Civil Engineering) Co Ltd**

**Gender Pay Gap**

We at Jones Bros Civil Engineering UK firmly believe that our achievements are down to the ability and skills of our people. Developing and enabling our staff to reach their potential and deliver the highest performance standards is important. Rewarding our people based on their performance and capability, regardless of gender, underpins the past and any future success of the company.

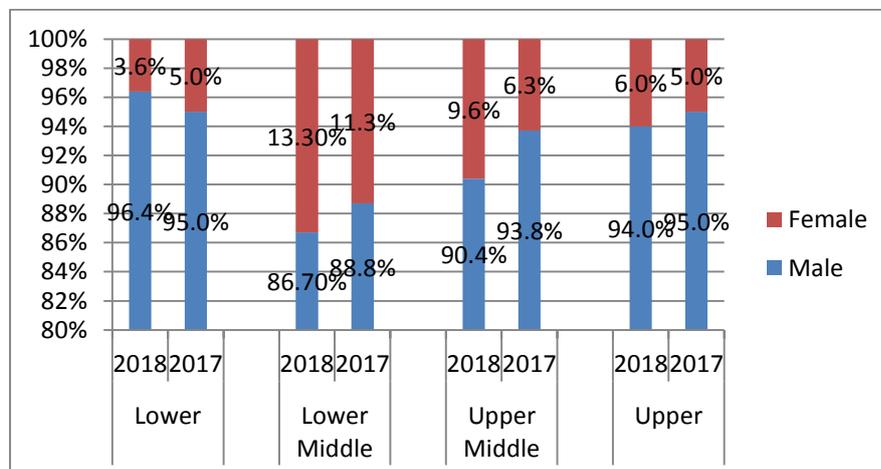
We directly employ staff at all levels of experience across all business functions including project delivery, commercial management and business support. As a civil engineering contractor, we have significantly more men employed than women. This is typical within the construction industry and is largely down to the fact that our work takes place at construction sites located throughout the UK. These are temporary sites and require our project delivery staff, the majority of which are plant and site operatives and ground workers, to be away from home for long periods of time. As women generally continue to take on the lion’s share of responsibility for family life, their ability to undertake a long term career as a plant or site operative or ground worker within the industry proves difficult resulting in low numbers of female applicants for these roles.

This reality coupled with society’s perception of the industry has resulted in women being under-represented throughout the construction industry.

The construction industry faces challenges to overcome the gender pay gap. We understand the benefits of greater diversity within our teams and how this translates to improved performance and client service and we are committed to improving our gender balance.

	<b>Mean</b>	<b>Median</b>
Gender Pay Gap	15.03%	9.28%

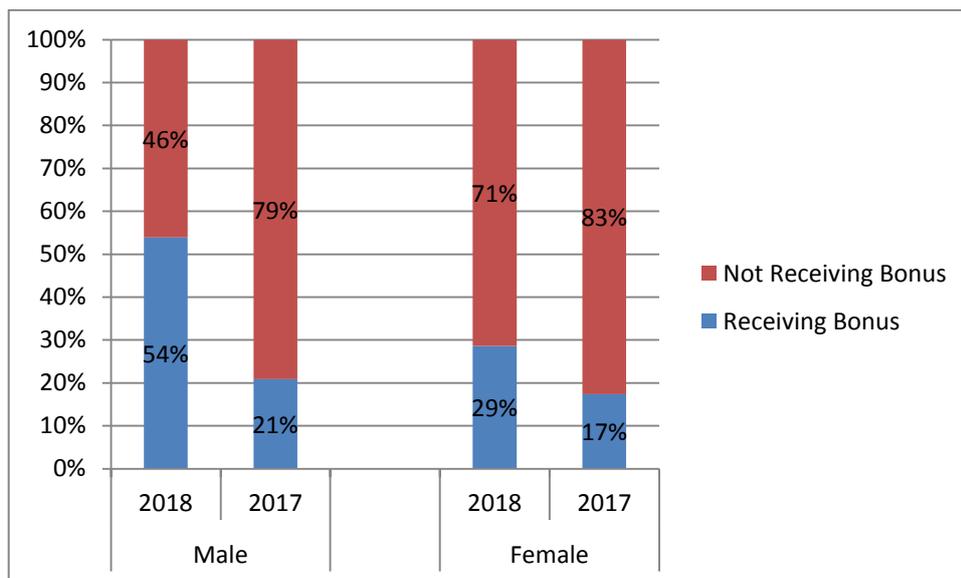
**Quartile Analysis**



Our gender pay gap on the 5<sup>th</sup> April 2018 is as result of us employing predominantly more men than women particularly in the core project delivery roles. Most of the women we employ fill clerical roles at our head office. Our core business activity of delivering civil engineering projects provides a greater number of senior roles than the business support roles and most of these are currently filled by men for the reasons discussed above.

The gap has increased since 2017 as a result of the result being skewed by a small number of project managers being paid a discretionary performance bonus in the snapshot month. The gender pay gap would be 7.4% if we these bonus payments were taken out of the calculation.

### Bonus Reporting



	Mean	Median
Bonus Paid	-326.0%	12.5%

Of the women receiving bonus, 50% are in the upper quartile holding positions on the board and within commercial management. Many more men are eligible to receive bonus than women due to there being far more men within the organisation. Many of the men receiving bonus are in less senior positions than the women receiving bonus and therefore they received a lower value bonus. This is causing a gender pay gap showing women receiving more.

This year we have seen the proportion of women receiving a bonus has increased to 29%. This is a result of the bonus scheme introduced during the year for all staff. As there are more male employees than female, the introduction of this scheme has also resulted in the percentage of men receiving a bonus to increase.

### Future Actions

We continue to work with a number of organisations including local schools, community groups, colleges and university to challenge construction's perception. Through our various communication channels including our website, social media, careers events and school visits, we ensure that our

organisation's senior women and their career paths to date are represented effectively giving girls and women, including teachers and parents, a clear understanding of the opportunities available to them.

There are now more women heading towards managerial positions with the company within finance and the commercial functions. We expect to see their pay increasing to reflect their increased responsibilities and experience over the next few years.

The bonus scheme introduced this year which clerical staff is eligible to receive is due to continue. We expect to continue to see a greater range of bonus payments being made to the women employed as a result of this change. Consequently employees at all levels of the organisation are now eligible to receive a bonus payment dependent on their performance. We recognise that all our people influence our results and our reward structures must reflect this.