

## Jones Bros Ruthin (Civil Engineering) Co Ltd

### Gender Pay Gap Report – 2024

March 2025

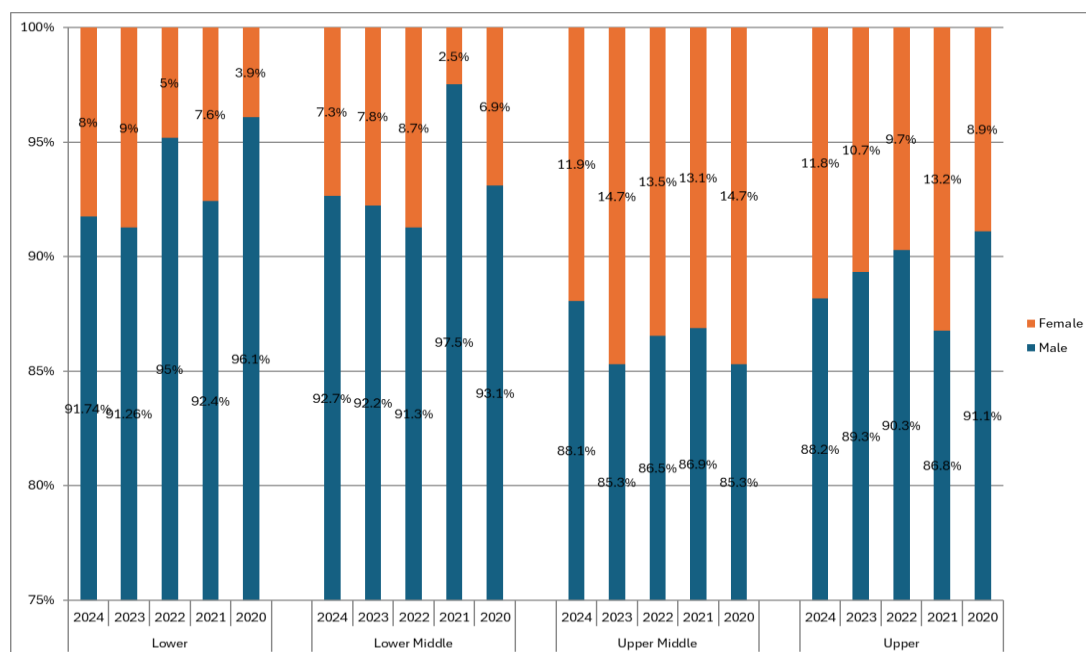
At Jones Bros Civil Engineering UK, our continued success is built on the expertise and commitment of our people. We are proud to develop and support our staff at all levels, rewarding performance fairly and without bias. We are committed to maintaining transparency and fairness in our reward and recognition processes.

We employ staff across a range of business functions including civil engineering project delivery, commercial and financial management, Human Resources, Information Technology, Health Safety Environment, Quality, and general business support roles. As is typical within civil engineering, the workforce is predominantly male, but we are pleased to report that women now account for over 10% of our workforce. This under-representation, alongside role distribution, continues to influence our gender pay gap metrics.

	Mean	Median
Gender Pay Gap	-8.24%	-18.98%

As of 5 April 2024, our gender pay gap for hourly pay shows a mean gap of -8.24% in favour of women and a median gap of -18.98% in favour of women. This reflects our continued efforts to ensure fair pay practices.

### Quartile Analysis



The proportion of women and men in each pay quartile is as follows:

- Lower Quartile: 8.3% Female, 91.7% Male
- Lower Middle Quartile: 7.3% Female, 92.7% Male
- Upper Middle Quartile: 11.9% Female, 88.1% Male
- Upper Quartile: 11.8% Female, 88.2% Male

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

Ty Glyn, Canol Y Dre, Ruthin, Denbighshire, LL15 1QW

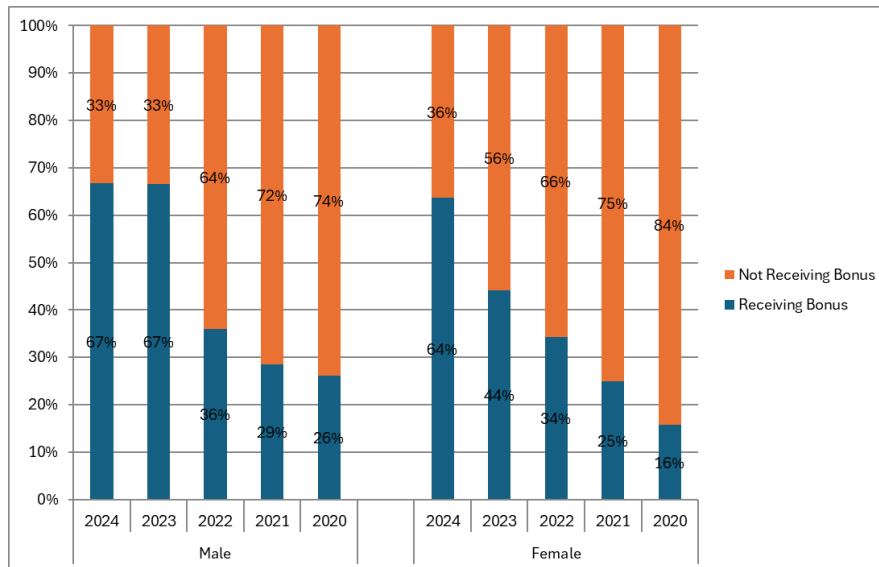
Tel: 01824 703661 Email: [information@jones-bros.com](mailto:information@jones-bros.com) [www.jones-bros.com](http://www.jones-bros.com)

Registered in England and Wales: 00983459



## Bonus Reporting

	Mean	Median
Bonus Paid	-136.7%	0.0%



Bonus distribution remains balanced, with a mean bonus pay gap of -136.7%, indicating that, on average, women received higher bonuses than men. The median bonus gap is 0%, reflecting equal bonus outcomes for both genders at the midpoint. In terms of bonus eligibility, 63.6% of women received a bonus compared to 66.8% of men, with 66.4% of all staff receiving a bonus in total. Of the women receiving bonus, 24% are in the upper quartiles holding positions on the board and within finance and commercial management. Many more men at middle management levels are eligible to receive bonus than women due to there being far more men within the organisation in project management roles.

## Future Actions and Commitments

We are committed to making long-term, meaningful improvements in gender balance across all levels of the organisation:

- **Targeted recruitment:** Expanding our outreach for apprenticeships and trainee roles, with a particular focus on attracting women into technical, engineering and operational roles.
- **Community engagement:** Promoting careers in civil engineering through school visits, college presentations, and careers fairs across Wales and the wider UK.
- **Mentoring and development:** Strengthening mentoring opportunities to support career progression for all staff and improve retention.
- **Inclusive workplace culture:** Continuing to develop an inclusive working environment where all staff can thrive, supported by structured reward processes and regular reviews.

We recognise that improving gender representation is a long-term effort and remain fully committed to closing the gap further.



Anthony Murphy  
Head of Business Management Support  
Jones Bros Ruthin (Civil Engineering) Co Ltd

**Jones Bros Ruthin (Civil Engineering) Co Ltd**  
Ty Glyn, Canol Y Dre, Ruthin, Denbighshire, LL15 1QW  
Tel: 01824 703661 Email: [information@jones-bros.com](mailto:information@jones-bros.com) [www.jones-bros.com](http://www.jones-bros.com)

Registered in England and Wales: 00983459

