

Jones Bros Ruthin (Civil Engineering) Co Ltd

Gender Pay Gap Report - 2025

March 2026

At Jones Bros Civil Engineering UK, our success is built on the contribution, commitment and capability of our people. We remain committed to fair pay, equal opportunity and transparent reward practices across the business. We employ staff across a wide range of 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, our workforce remains predominantly male. As at 5 April 2025, women represented 10.9% of our workforce and men represented 89.1%. This under-representation, together with the distribution of roles across the business, continues to influence our gender pay gap measures.

Hourly Pay

	Mean	Median
Gender Pay Gap	0.33%	8.48%

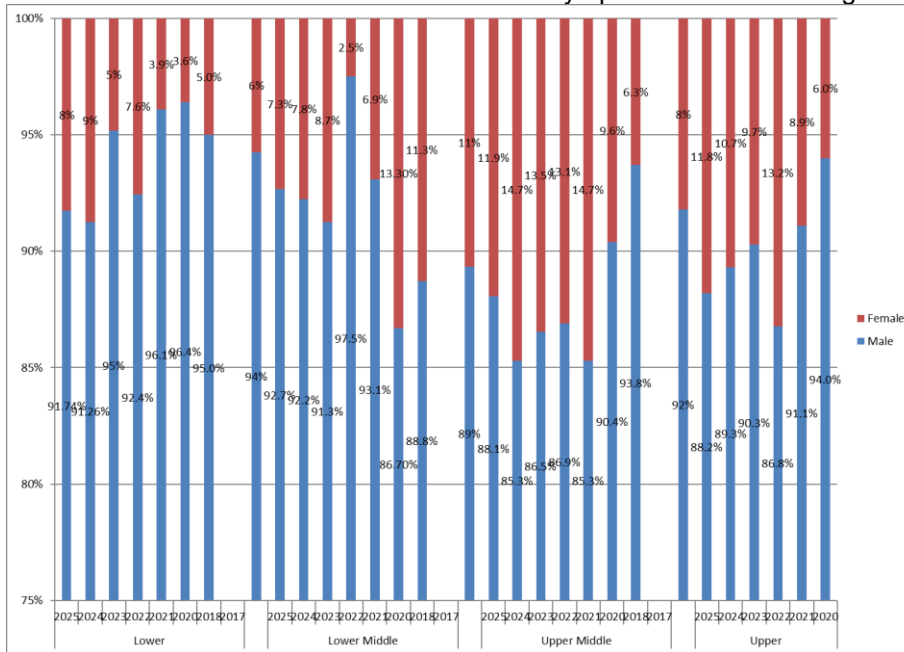
As at 5 April 2025, our mean gender pay gap for hourly pay is 0.33% in favour of men and our median gender pay gap is 8.48% in favour of men. The mean figure shows that average hourly pay across the organisation is broadly balanced. The median figure indicates that the midpoint hourly rate for men is higher than for women, reflecting the distribution of employees across different roles, grades and business functions.

Quartile Analysis

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

- Lower Quartile: 18.9% Female, 81.1% Male
- Lower Middle Quartile: 5.7% Female, 94.3% Male
- Upper Middle Quartile: 10.7% Female, 89.3% Male
- Upper Quartile: 8.2% Female, 91.8% Male

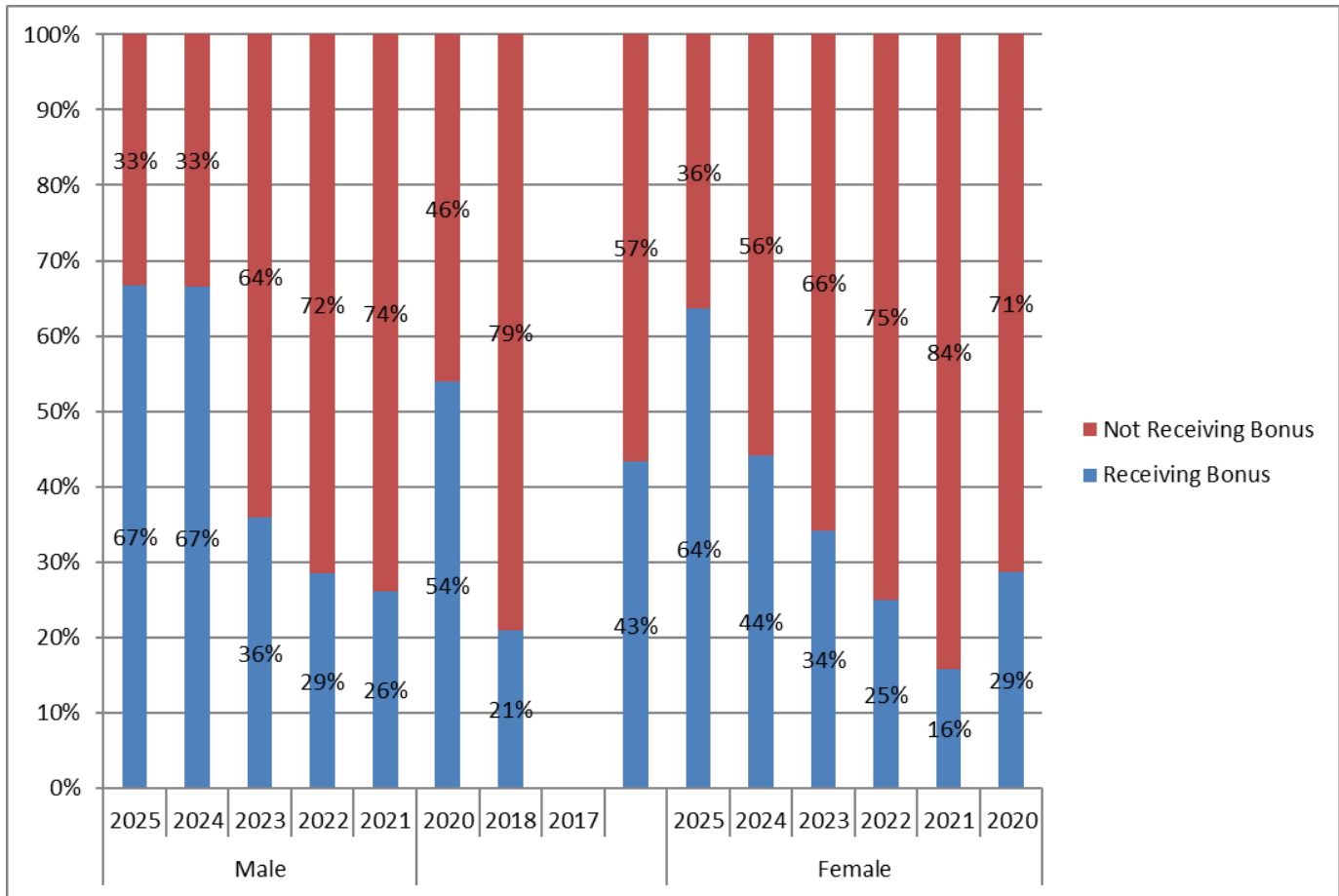
Women are represented across all pay quartiles, but not evenly. The lower quartile has the highest female representation, while the lower middle quartile has the lowest. This distribution continues to reflect the wider gender imbalance within the sector and the concentration of men in many operational and management roles.



Bonus Reporting

	Mean	Median
Bonus Paid	-107.55%	36.52%

Our mean bonus pay gap is -107.55%, which indicates that the average bonus paid to women was higher than the average bonus paid to men. However, our median bonus pay gap is 36.52% in favour of men. In addition, 43.4% of women received a bonus compared with 75.4% of men. This shows that bonus participation remains lower for women overall, while the mean figure is influenced by a smaller number of women receiving bonus and by the value of bonuses paid within that group. Of the 23 women who received a bonus, 15 were in the upper pay quartile. This concentration of bonus payments among a relatively small number of women in senior or specialist roles has a significant effect on the mean bonus figure. The median figure provides a clearer indication of the typical bonus outcome across the wider workforce.



Future Actions and Commitments

Jones Bros is committed to helping drive real change in civil engineering. We recognise that improving gender balance will not be achieved through words alone. It requires visible leadership, sustained action and a genuine commitment to opening up opportunities, supporting progression and challenging the barriers that continue to exist across the industry.

- **Attracting more women into the industry.** We will continue to strengthen our engagement with schools, colleges, universities, apprenticeship providers and careers events to promote the wide range of opportunities available across civil engineering, commercial, technical, operational and business support roles.
- **Creating stronger routes for progression.** We will continue to invest in development, mentoring and support so that women joining the business can build long-term careers and progress into supervisory, management and senior leadership positions.
- **Ensuring fair and transparent opportunities.** We will continue to review recruitment, promotion, pay and bonus arrangements to ensure they are fair, transparent, evidence-based and consistently applied across the business.
- **Strengthening an inclusive culture.** We will continue to develop a working environment where everyone is treated with respect, supported to succeed and encouraged to contribute, with leaders expected to set the standard and take responsibility for driving improvement.
- **Playing our part in changing the sector.** We do not want to simply respond to the gender pay gap. We want to help change the future of civil engineering by encouraging greater female representation, promoting the industry as a career of choice and supporting progress at every level.

Closing paragraph

We know that meaningful change will take time, but Jones Bros is determined to be part of that change. We will continue to take practical action, measure progress and challenge ourselves to build a stronger, more inclusive business that helps shape a better future for the civil engineering industry.



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