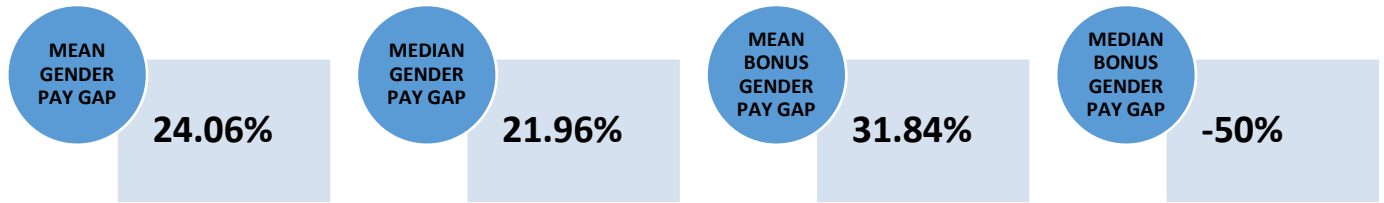


GENDER PAY GAP REPORT 2022

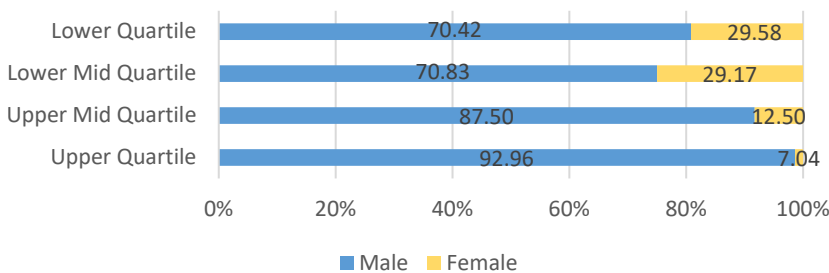


WHAT IS THIS REPORT?

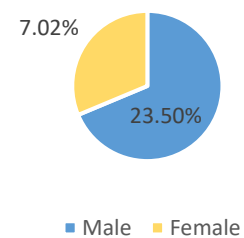
During the period, our average staff number was 291 staff, and as such Jackson we publish an annual gender pay gap report showing difference in pay between male and female employees. We have carried out an analysis of our data and the following figures are based on a workforce of 234 males and 57 females as at our snapshot date of 5 April 2022:



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 years.

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. We aim to recruit more females, but 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 regarding technical roles such as engineers, quantity surveyors, planners, etc. Most 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)

We were awarded the BeFair Framework in 2019 to confirm our commitment to developing our inclusive workplace and are currently working towards re-certification. We have a target to increase our FIR ambassadors to 10 by the end of 2023 and our FIR working group is developing an approach to attracting and retaining a more diverse workforce with a focus on increasing the number of women within our business. We are gold members of 'Women into Construction' and are working closely with the team to offer opportunities to women returning to work or taking a career change.

Recruitment

We will continue our drive to attract more women into the organisation, particularly regarding technical roles. We are also inspiring more females to work in the industry through our STEM engagement with local schools and colleges. There are currently 14 registered STEM Ambassadors working across Jackson who volunteer their time to engage with schools and colleges.

In 2023 we are introducing blind CVs so that hiring managers can select candidates based on skills and to remove any potential unconscious bias from hiring managers.

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.

