



Jones Bros Ruthin (Civil Engineering) Co Ltd

Gender Pay Gap

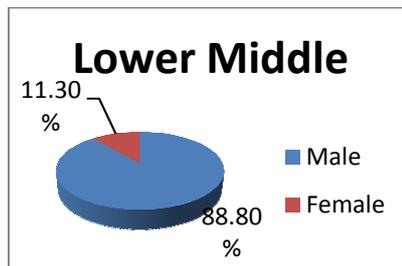
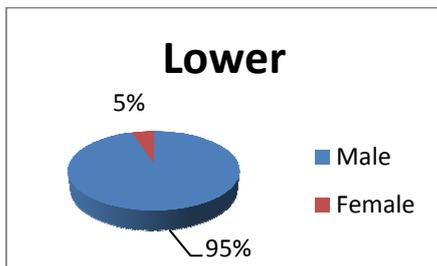
We at Jones Bros Civil Engineering UK firmly believe that our achievements are down to the ability and skills of our people. Developing and enabling our staff to reach their potential and deliver the highest performance standards is important. Rewarding our people based on their performance and capability,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

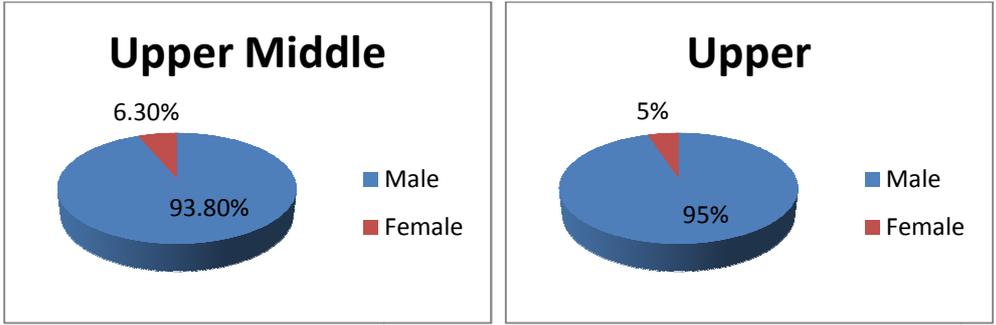
We directly employ staff at all levels of experience across all business functions including project delivery, commercial management and business support. As a civil engineering contractor, we have significantly more men employed than women. This is typical within the construction industry and is largely 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 our organisation or the wider industry proves difficult.

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

	Mean	Median
Gender Pay Gap	6.20%	8.30%

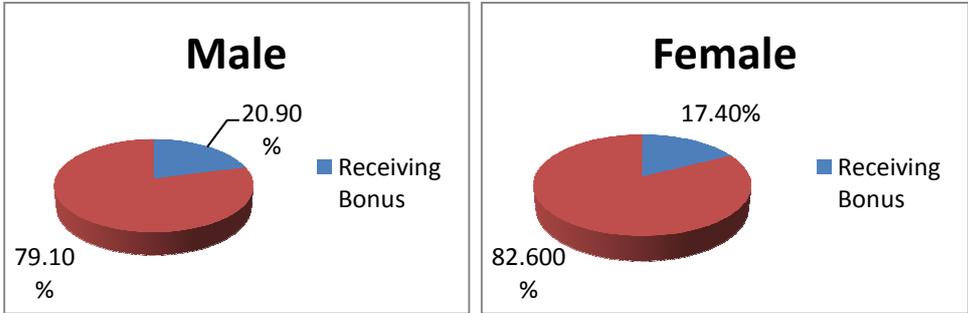
Quartile Analysis





Our gender pay gap on the 5th April 2017 is a 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.

Bonus Reporting



	Mean	Median
Bonus Paid	-283.70%	-314%

Of the women receiving bonus, 75% 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 their 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.

Future Actions

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.

We are working with a number of organisations including local schools to challenge this 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.

Since the 5th April 2017, we have introduced a bonus scheme which clerical staff are eligible to receive. We expect 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.