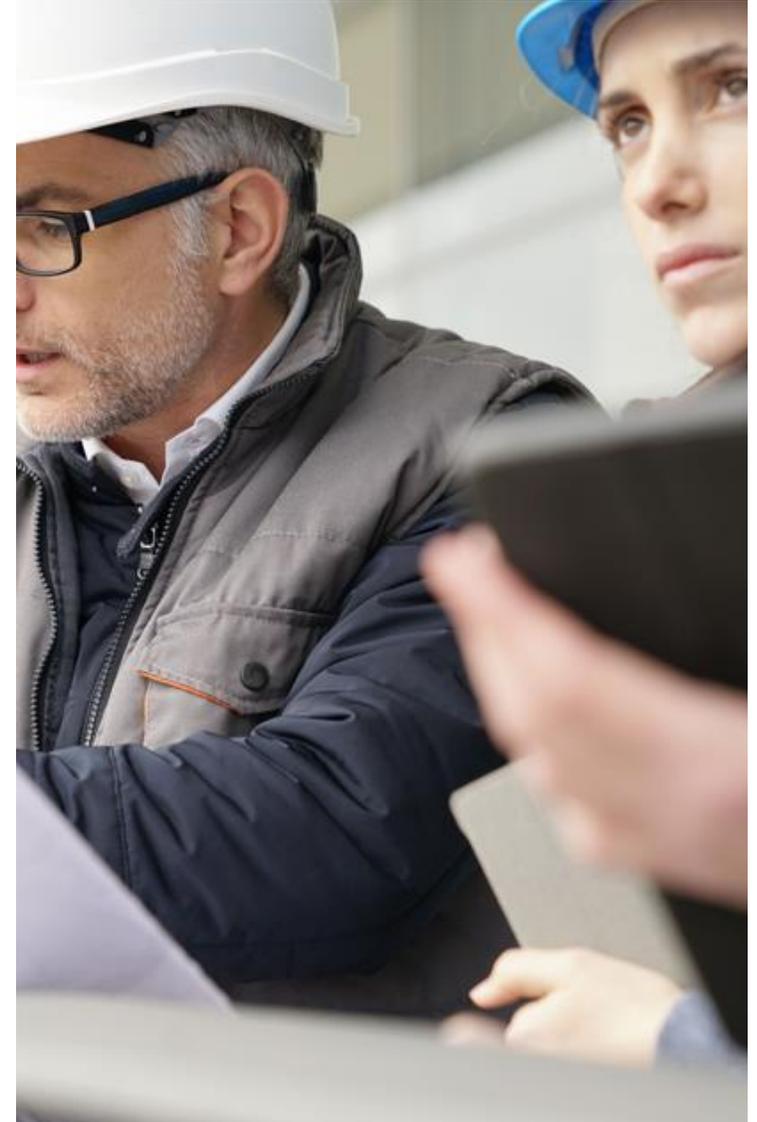


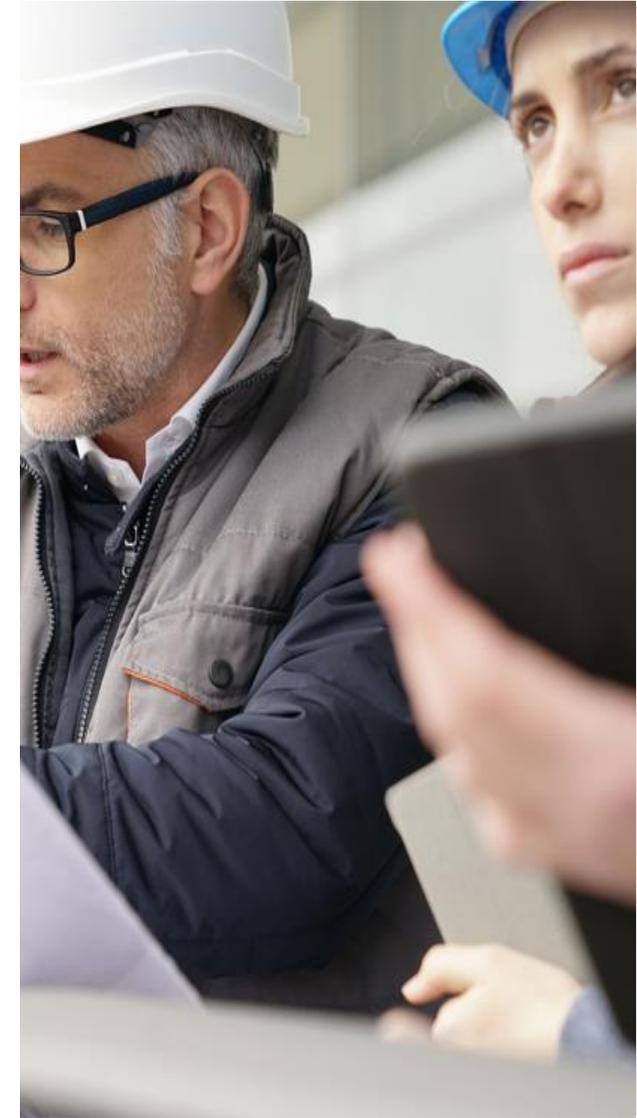
GENDER PAY GAP REPORT

2018



We've got much to be proud of at JTL.

- ✓ We're training over 7,000 apprentices across four apprenticeship programmes – more than anyone else in the building services engineering sector. We are working with some 3,000 businesses throughout the country. And our innovation and expertise have made us into one of the top three work-based learning providers in England and Wales.
- ✓ All of this is only possible thanks to our exceptional workforce – and that's why rewarding everyone fairly, regardless of gender, is at the heart of our leadership team's agenda.
- ✓ Since April 2017, gender pay reporting legislation requires employers with more than 250 employees to publish annual data showing how large the pay gap is between their male and female employees.
- ✓ It is important to note that gender pay is not the same thing as equal pay. Equal pay is the right of men and women to be paid the same when doing the same or equivalent work. This is a legal requirement and we are confident that all employees at JTL are paid fairly.
- ✓ Gender pay gap, on the other hand, is a measure of the difference between men's and women's average earnings across an organisation. An imbalance in the number of male and female employees across that organisation – JTL being a good example – will inevitably affect the gender gap.

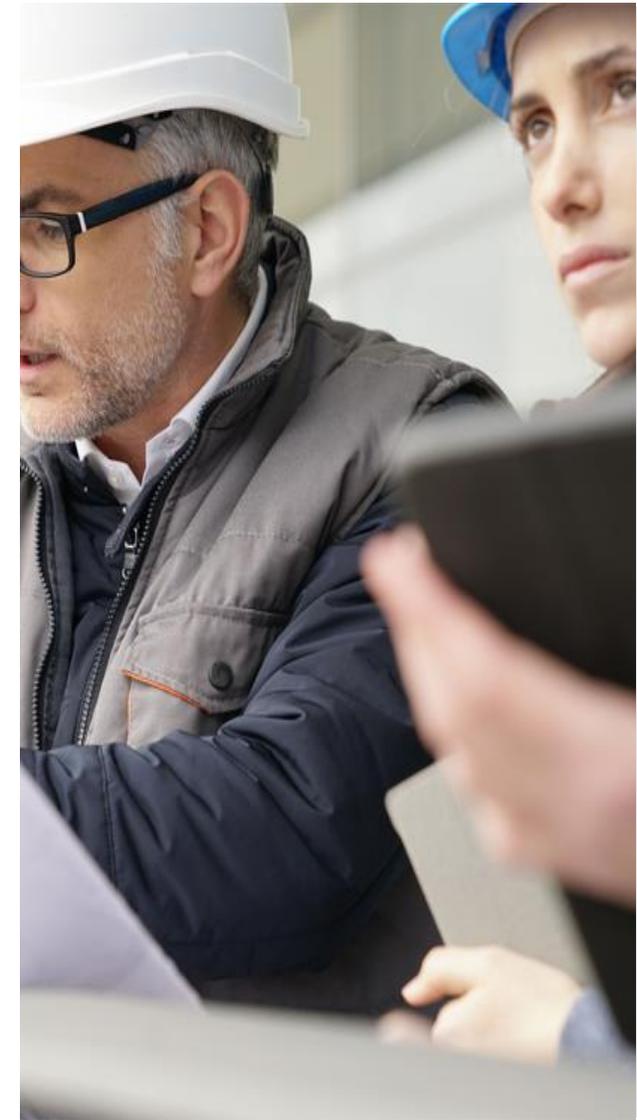
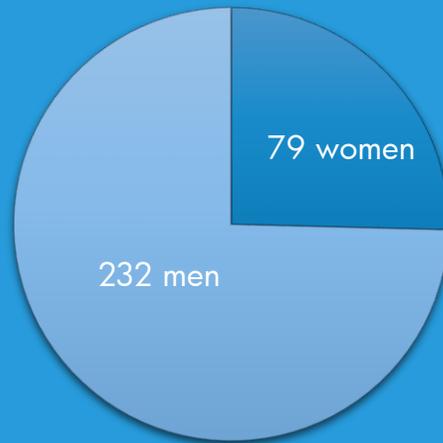


Our people in numbers

Clearly, the nature of the work we do and the industry we serve at JTL attracts a high number of male employees. Our gender split is currently 75% male and 25% female.

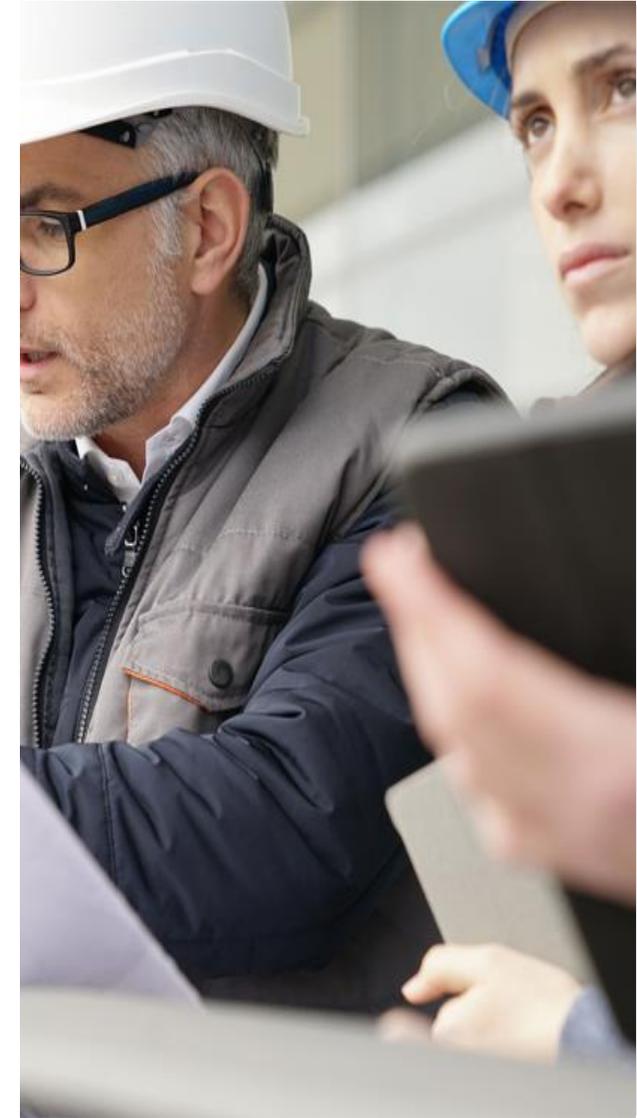
These figures reflect our reliance on a nationwide team of occupationally competent assessors, predominantly male, who account for 37% of our total workforce of 311 employees.

Headcount



An industry-wide demographic imbalance

- There are eight times as many men as women in the wider engineering industry, and JTL is at the forefront of initiatives to attract a more diverse range of learners into the building services engineering sector in particular. Amongst other things, this includes challenging stereotypes, addressing preconceptions and encouraging more young people to consider a career in the sector.
- Our assessors also play a particularly important role in creating a more inclusive learning environment designed to address and overcome traditional attitudes and behaviours that might hinder diversity.
- Thanks in part to these efforts, the sector is gradually changing, but it will inevitably take time before this has a significant impact on the size and gender composition of the talent pool available to us. By staying focused and remaining gender neutral in our recruitment practices, however, we will be in a good position to harness that change and ensure that we always select the best candidate for the role.



We are working hard to close the gap

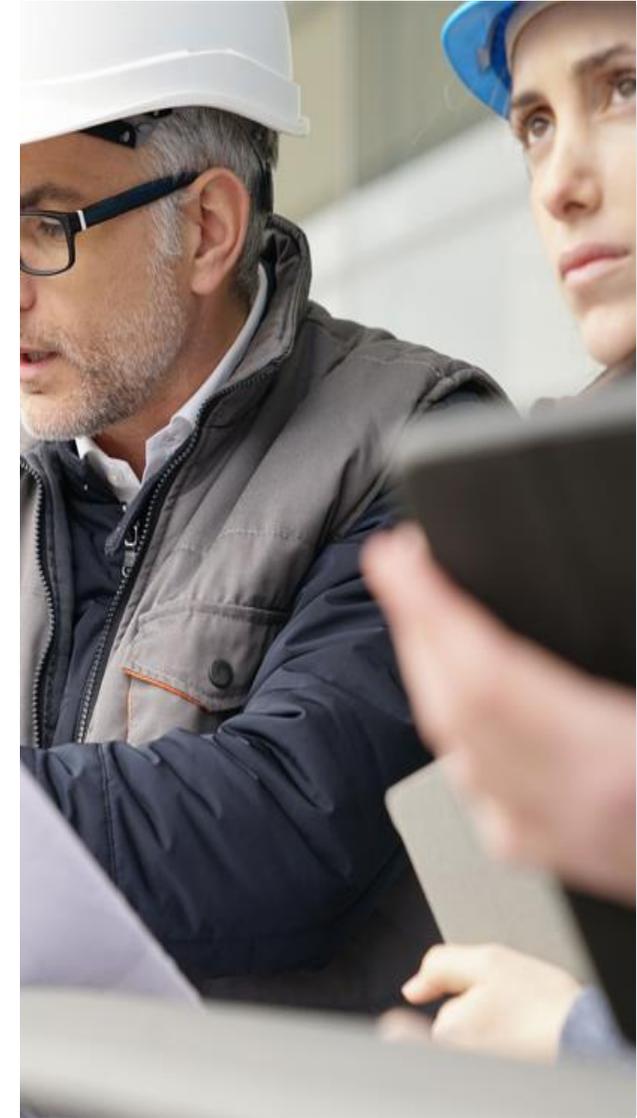
The gender gap within JTL is largely linked to the social and demographic factors outlined above, not to a deficiency or limitation in our policies. Additional analysis of our main job groups reveals pay gaps in single figures, and these can be explained by differences in experience, performance and time served.

JTL operates a performance related pay salary system for all employees. Bonuses (commission) are paid a small number of people.

As a progressive organisation, we are never complacent. We owe our growing success to the outstanding quality and commitment of everyone who works for us, and it is important to me and my leadership team that we continue to develop and foster a culture that values the fantastic contribution that both men and women make to our business. We are pleased to report that the mean and median gaps in hourly pay have narrowed over the past year.

We will continue to ensure that:

- ✓ All employees are paid equally for doing equivalent jobs
- ✓ Flexible working is available to all employees
- ✓ Recruitment practices are consistent, transparent and regularly reviewed, and
- ✓ Pay policies are fair, reflect the market and are regularly reviewed.



Statement on the Gender Pay Gap in JTL as at 5 April 2018

17.9%

MEAN gender pay gap in hourly pay

2017 23.10%

26.6%

MEDIAN gender pay gap in hourly pay

2017 27.03%

54.1%

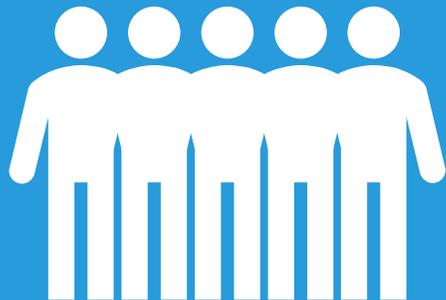
Difference in MEAN bonus payments

2017 64.7%

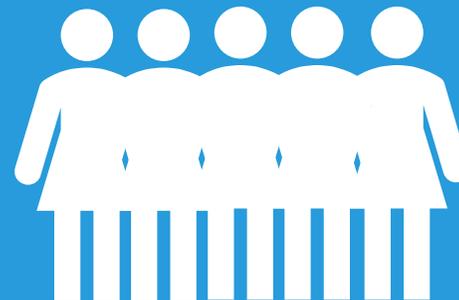
61.5%

Difference in MEDIAN bonus payments

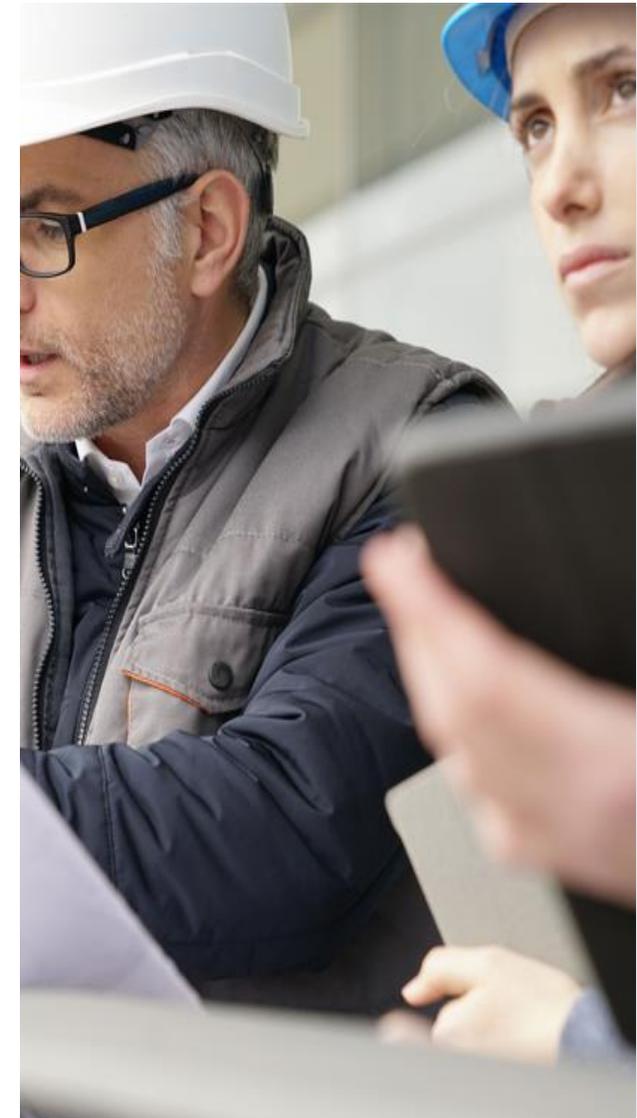
2017 7.69%



Five men receive commission/bonus
2.2% of the male workforce

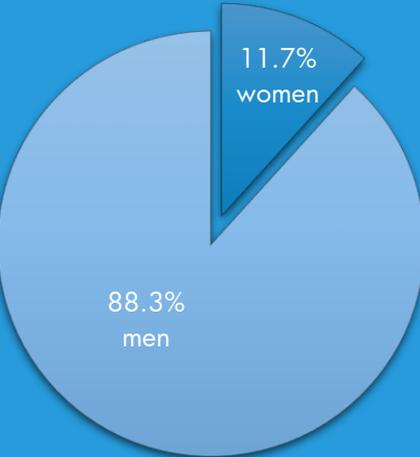


Five women receive commission/bonus
6.3% of the female workforce

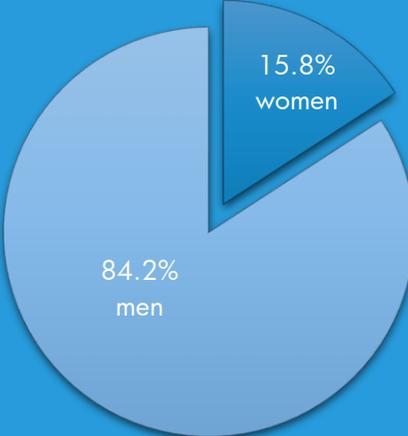


Statement on the Gender Pay Gap in JTL as at 5 April 2018

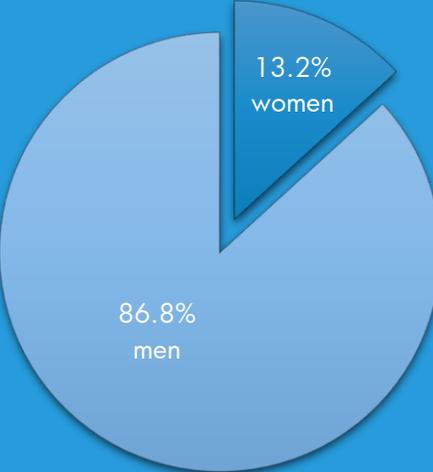
Upper Quartile



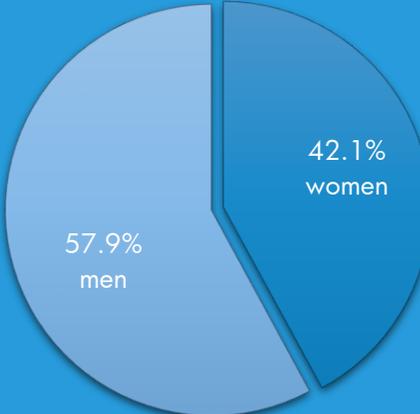
Second Quartile



Third Quartile



Lowest Quartile



“We are pleased that our gender pay gap has narrowed over the past year. Our biggest cohort of staff come from a sector that is woefully underrepresented by qualified female and BAME people. Therefore we still face significant challenges recruiting a diverse range of qualified assessors.

“I am proud that through our apprenticeships we are trying to change representation in the sector and hope that these changes will soon feed through to the supply of our own employees.”

I confirm that the figures presented in this report are accurate.

Julie Asher-Smith

Human Resources Director

