

Our 2018 Gender Pay Gap Report

Jackson Lift Group are committed to paying people equally and fairly for the job that they hold irrespective of their gender.

The regulations require all companies with 250 or more employees on 5th April 2018 to publish details of their gender pay and bonus gap. In Jackson Lift Group, there is one entity required to publish this data.

Jackson Lift Group's pay policies and practices are designed to ensure equal pay for equivalent jobs, regardless of gender.

The Gender Pay Gap

The gender pay gap is the difference in the average pay and bonuses of all men and women across our organisation. Although, we are confident that we have equal pay for work of equal value, we do have a gender pay gap when we compare the overall average pay and bonuses for men and women. This gap is because of the unequal distribution of men and women across the company and because women are under represented in the engineering sector, not because of our pay and policies.

People's Pay

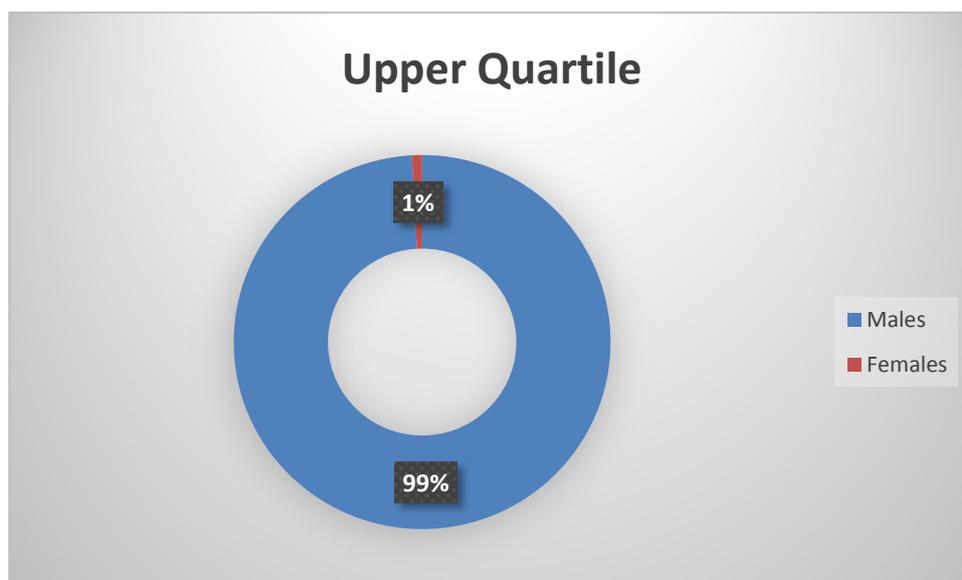
This table shows our gender pay gap (mean and median) in hourly rates of pay and bonuses as of 5th April 2018. When we collected our data our workforce consisted of men and women.

	MEAN	MEDIAN
Hourly Fixed Pay	48%	49%
Bonus Payments	0%	0%

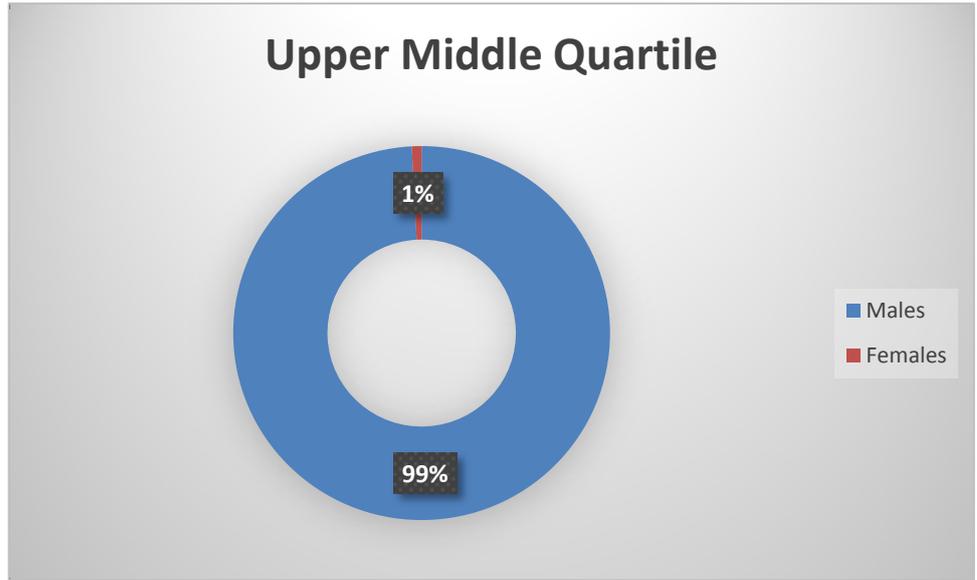
Pay Quartiles

The chart below illustrates the gender distribution across for equally sized quartiles of the workforce. Each quartile contains just over 500 members of staff. The fact that there are a greater number of men in the upper pay quartiles compared with lower pay quartiles and a greater proportion of women in the lower pay quartiles has had an impact on our gender pay gap. Having a predominantly male workforce means that even a small fluctuation in the female workforce can have a significant impact on our gender pay gap.

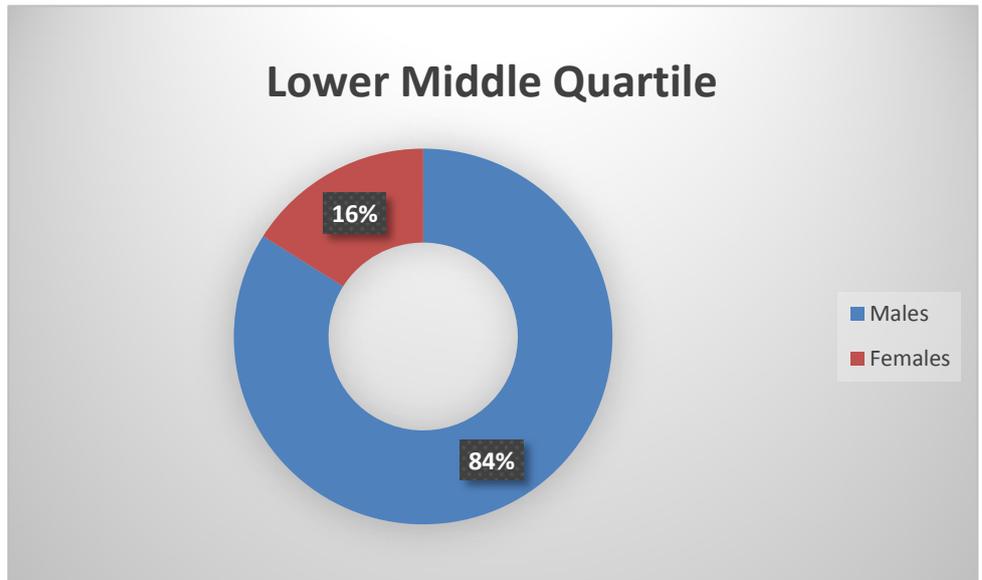
Males 118
Females 1



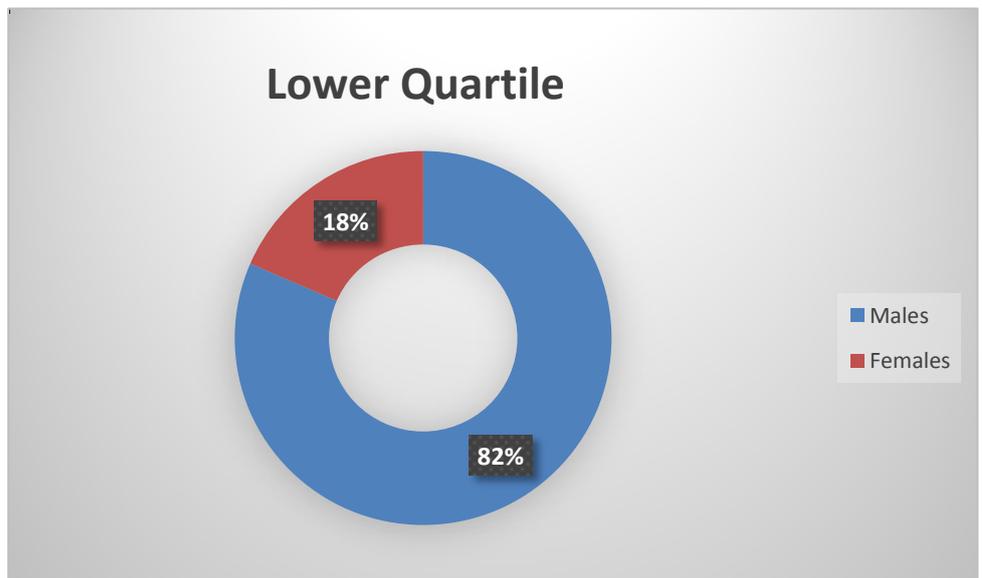
Males 118
Females 1



Males 79
Females 40



Males 97
Females 22



Percentage of Employees receiving a bonus payment



Women

100% were not paid a bonus



Men

100% were not paid a bonus

Taking Action

We have increased the number of female staff in the Upper and Lower Middle Quartile since 2017.

We are exploring how we can attract more women into the lift engineering sector and work with local colleges and our Apprenticeship training organisation to look at encouraging girls to take up engineering courses.

We have already implemented a structured pay scale for each job type which is used by department heads when completing annual pay reviews. We will monitor pay and ensure that there is no bias towards either gender from recruitment through to salary structure and promotion.

I confirm that the data reported in this document is accurate

Julia Jackson
DIRECTOR