

'friendly, local service...nationwide'



Lifts • Escalators • Cradles

Our 2024 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 1st April 2024. When we collected our data our workforce consisted of men and women.

	MEAN	MEDIAN
Hourly Fixed Pay	36%	44%
Bonus Payments	0%	0%

Percentage of Employees receiving a bonus payment



Women

100% were paid a bonus



Men

100% were paid a bonus

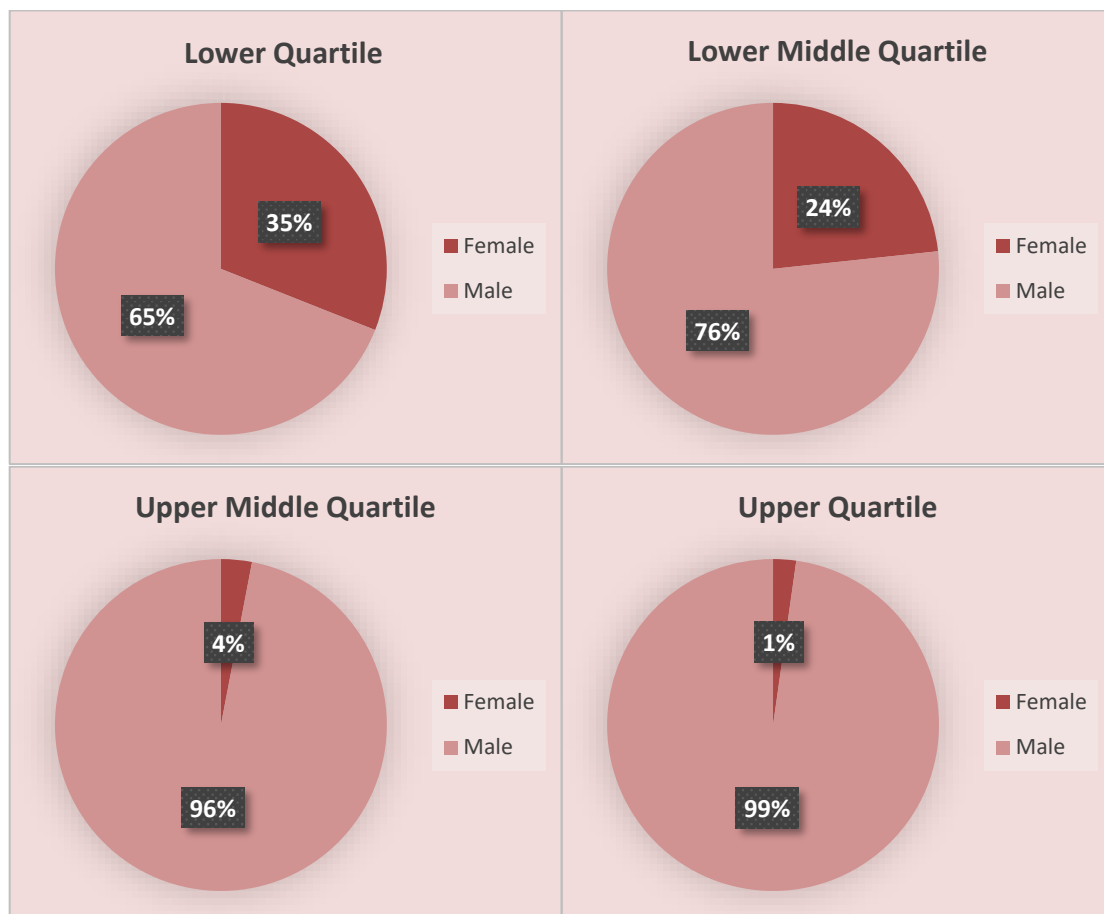
Pay Quartiles

The chart below illustrates the gender distribution across for equally sized quartiles of the workforce. Each quartile contains over 135 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.

'friendly, local service...nationwide'



Lifts • Escalators • Cradles



Taking Action

We have increased the number of female staff in total and in the Lower, Lower Middle and Upper Middle Quartiles. In the last year we have looked at the following:

- the language in our recruitment adverts to ensure there is no gender bias.
- Increased our presence at Apprentice Fairs and Careers Fairs at school to try to encourage more female students to consider mechanical and electrical engineering as careers.
- Working with our Apprenticeship training provider to encourage more women to take up engineering apprenticeships.
- Introduced our Enhanced Maternity and Paternity Pay Policy which has been well received by our employees.
- Introduced more flexible working patterns for all employees.
- We have been running additional training packages for our management team which will include further Equality and Diversity Awareness Training.
- We have instructed our Company Solicitors to undertake a full review of all of our policies and contracts, part of which will be considering the language used and ensuring that we are compliant with all equality and diversity legislation.

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 & Corporate Lawyer