

# Gender Pay Gap Reporting

April  
2018

## Our data

When calculating the difference in average earnings, the gender pay gap takes into account all jobs, at all levels and salaries within an organisation. This means the gender pay gap indicates the level of roles that women carry out in an organisation.

We are confident that men and women are paid equally for doing equivalent jobs across our business. We appoint people to roles based on merit and regardless of age, race, gender, marital status, sexual orientation, disability or religion and belief.

We value the contribution made by all our employees and are committed to creating a workplace environment where they want to stay, progress and develop their career with us.

## What action are we taking?

We are realistic in recognising that genuine transformation at JN Bentley, and across the industry as a whole, will take time and will require meaningful societal changes as well as improvements at an organisational level.

Supporting female talent is key to both the business and the industry, whilst at the same time promoting a diverse and inclusive culture. We remain committed to being part of driving that change and are continuing to focus on the following:

- Helping to target the root cause of the problem by inspiring women into the industry to increase the talent pool and bridge the gap.
- Creating a workplace environment where women want to stay, progress and develop their career with us.
- Supporting all our employees, across all roles, reach their potential, with a particular focus on development and taking positive action.

## Gender pay gap

our mean gender pay gap is:

**21.8%**

our median gender pay gap is:

**23.1%**

We have seen our gender pay gap widen this year, which we recognise is not unusual and is the result of us taking steps to address the issue.

Whilst we are experiencing a period of growth and are therefore recruiting, we work in an industry which has historically suffered from female under representation, which is particularly pronounced at a senior level. However, 50% of the employees identified for key senior roles within our business in the next 3-5 years are women.

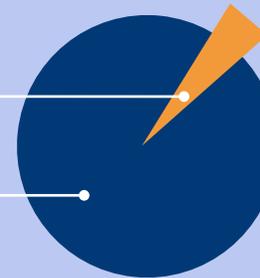
We have also seen an increase in the number of women we have recruited into entry-level roles, but recognise the impact of this will take time to translate into a significant reduction of our gender pay gap.

## Employee numbers

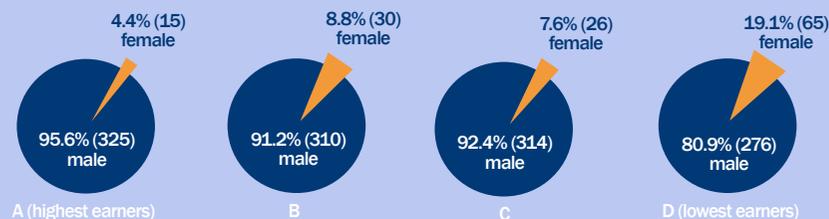
1,361 employees  
(as at 5 April 2018)

10% female

90% male



## Number of men and women in each quartile pay band



## Bonus pay gap

our mean bonus pay gap is:

**23.6%**

our median bonus pay gap is:

**7.5%**

## Proportion of men and women who received a bonus

**85.9%**

male employees received bonus pay

**78.6%**

female employees received bonus pay

**100%**

eligible male employees received bonus pay

**100%**

eligible female employees received bonus pay

The Government's calculation method does not take into account employee eligibility to receive a bonus. When this is taken into account it shows a truer representation of the percentage of our male and female employees who receive a bonus.

The figures (left) show the gender distribution at JN Bentley across four equally sized quartiles from highest to lowest earners.

Whilst we have seen a slight increase in the number of females in the upper quartiles, this has been outweighed by the vast number of men who have joined the business through a period of growth.

We have however seen a more significant increase in the women we have employed at early career level and we have maintained the overall percentage of women we employ across the business as a whole.

We continue to seek to increase the gender representation across our business, particularly within operational roles, and for this to be consistently spread across all four quartiles as individuals progress.