



**GENDER PAY REPORT**  
**2017**



**JLA's Senior Leadership Team are delighted and proud to be leading such a talented and diverse workforce that are central to our continued success and growth. We pride ourselves in our people and believe in providing equal opportunities for everyone, regardless of their sex, age, religion, disability, sexual orientation or race.**

The business acknowledges a gender pay gap exists, but we have taken many steps to tackle this. Our people are rewarded and remunerated based on performance and contribution. In 2017, JLA were delighted to promote and recruit females into 59% of our available leadership positions.

JLA's gender pay gap is influenced heavily by the gender make-up and representation of our engineering community. The majority of our 270 engineers are male, and the higher salary of engineers relative to many other employees within the business increases the average pay of a male employee considerably. JLA recognises this gender representation issue within our engineering workforce, and in line with our mission to tackle this issue we will begin to launch various initiatives to attract more diverse talent.

We are committed to closing the gender pay gap and are planning on implementing further projects to continue to shrink the gender pay gap at JLA.

As we continue to strive towards and pursue the growth of our business together, we pledge our commitment and dedication to creating a truly inclusive and equal environment where our talented workforce can continue to succeed.

**Stephen Baxter,**  
**CEO**

# PROPORTION OF MALE AND FEMALES THAT RECEIVED A BONUS



**74.09%**

of females received  
a bonus

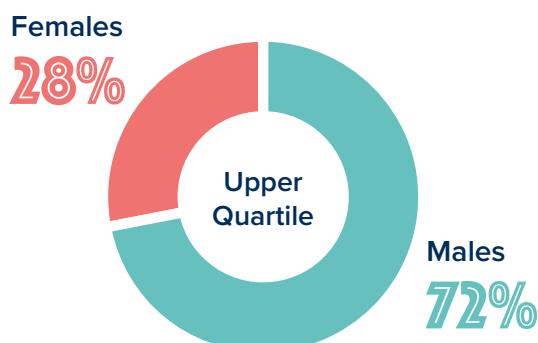
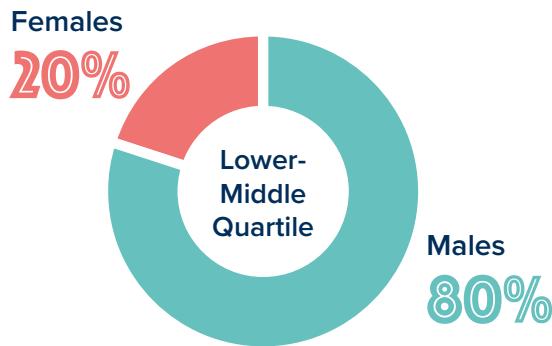
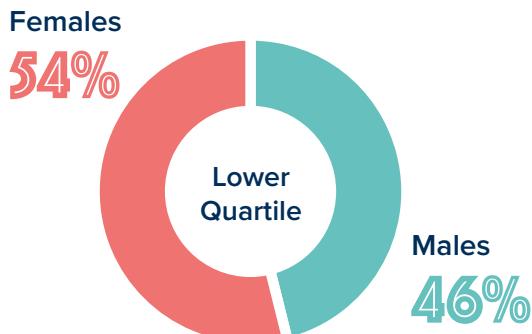


**75.54%**

of males received  
a bonus

## QUARTILE RANGES

The below charts illustrate the proportion of Male and Female employees according to quartile.



## PAY AND BONUS GAP

	MEAN	MEDIAN
Hourly Pay	<b>20.12%</b> in favour of males	<b>17.96%</b> in favour of males
Bonus Pay	<b>32.9%</b> in favour of males	<b>40.28%</b> in favour of males

\*For these calculations, a 'bonus' includes most forms of additional payments that an employee receives, such as commission and overtime.