

GENDER PAY 2018 STATEMENT

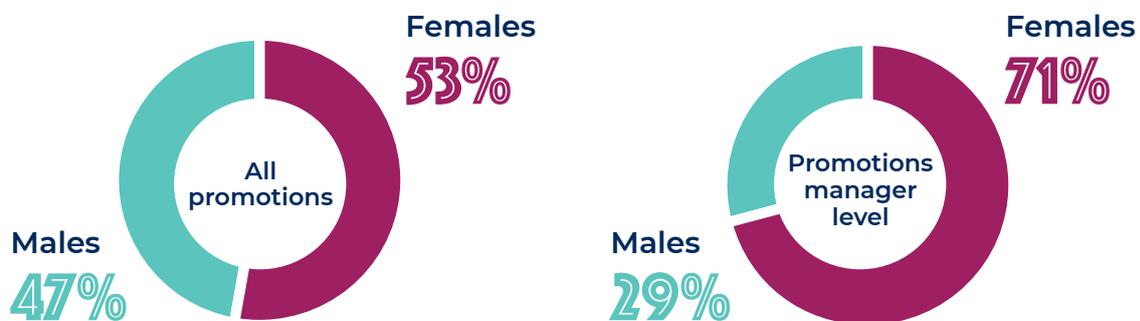


At JLA, we pride ourselves on having such a diverse and talented workforce at our disposal, and one which is a key driver in the continued growth of the JLA Group.

The business continues to acknowledge that a gender pay gap exists, but the results of our calculations from this year demonstrate the Company's commitment to reducing the gender pay gap, with all calculations relating to the hourly pay and bonus pay showing a decrease.

It is however, impossible to ignore that a large proportion of our workforce are field based engineers which is a predominantly male based environment, therefore impacting on our gender pay calculations. JLA continues however to explore new opportunities to attract a more diverse engineering community within the Group, and remain confident in our ability to tackle this issue.

Whilst acknowledging there is a gender pay gap, it is also important to remember that steps have been taken to reduce it such as awarding **53%** of all promotions to female colleagues, and **71%** of the promotions to a manager level were female.



As we continue to pursue growth for the business, we remain committed and determined to reduce the gender pay gap further.

Helen Ashton
CEO

PROPORTION OF MALE AND FEMALES THAT RECEIVED A BONUS



80.24%

of females received a bonus



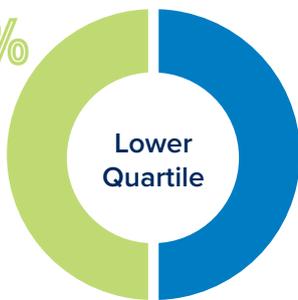
81.24%

of males received a bonus

QUARTILE RANGES

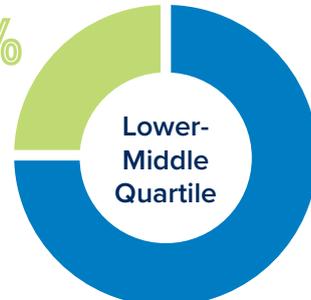
The below charts illustrate the proportion of Male and Female employees according to quartile.

Females
50%



Males
50%

Females
25%



Males
75%

Females
17%



Males
83%

Females
29%



Males
71%

PAY AND BONUS GAP

	MEAN	MEDIAN
Hourly Pay	15.56% in favour of males	14.80% in favour of males
Bonus Pay	21.80% in favour of males	12.28% in favour of males

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