

Gender Pay Gap Statement 2024



With diversity, equity and inclusion a crucial pillar of JLA's strategy for growth, we continue to track and report on our gender pay gap. Here are the key figures from 2024.

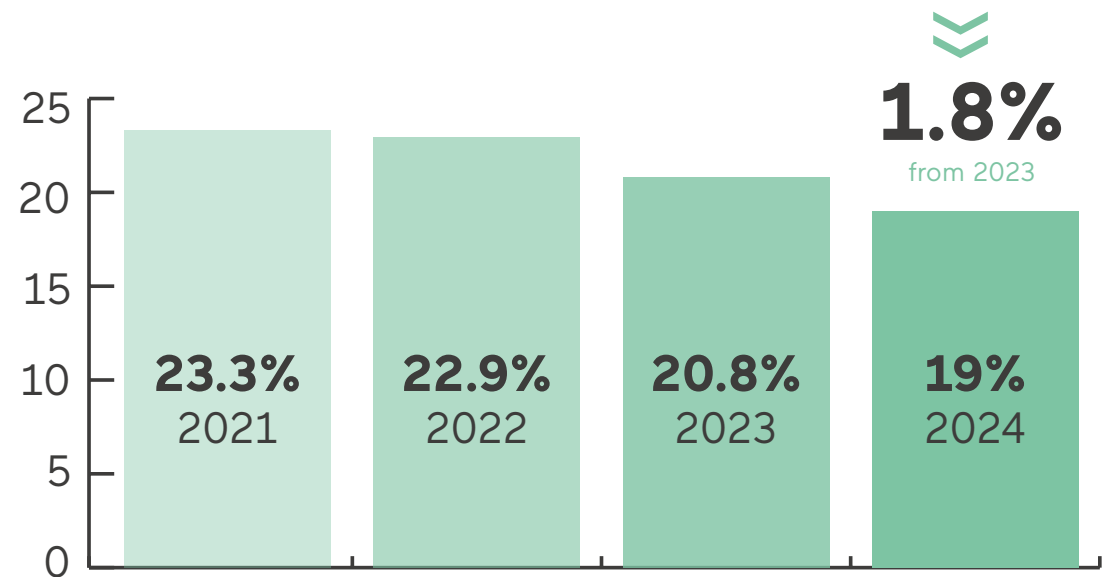
Year on year, JLA continues to reduce its gender pay gap

We're proud to say that, during 2024, we reduced our mean gender pay gap by almost 2% compared to our reported average for 2023.

This progress reflects the continuing impact of our progressive annual pay review policy, which makes sure those on lower salaries receive a higher percentage pay increase to help offset the UK's ongoing cost of living increases.

At the same time, we know we still have work to do – and more actions we can take. With this in mind, we're committed to a further reduction in 2025.

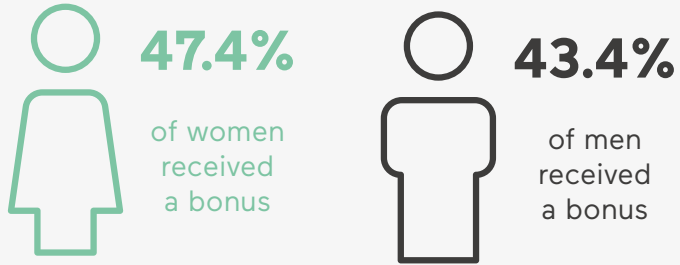
JLA's Mean Pay Gap figure is calculated using total pay for one specific month of the year. As our pay schemes usually depend on performance from the previous month, the number of men and women receiving bonuses will vary. This variation affects our calculation, either positively or negatively.



We'll take care of it.

Committed to reducing the gender pay gap

We believe our reward strategies are helping us close JLA's gender pay gap. But to make sure we stay on course, we're also taking expert guidance from the Gender Pay Gap Service.



Pay and bonus gaps

	Mean	Median
Hourly pay	19% in favour of men	20.9% in favour of men
Bonus pay*	30.4% in favour of men	36.3% in favour of men

*For these calculations, 'bonus pay' covers payments on top of a basic salary, including commission, bonuses and rewards from JLA's recommend-a-friend scheme.

Improving gender diversity

JLA's 450-strong engineering workforce is mostly male, which reflects the market's candidate base, however we continue to see an improved balance in gender amongst our engineering apprenticeships.

Quartile ranges

JLA's proportion of male and female employees by quartile.

