



## Gender Pay Gap Data for Snapshot Date 5 April 2018

James Jones & Sons Ltd is a long established family business with a commitment to the care and well-being of all its employees across the company, many of whom have been with us for over 40 years.

Where we are able to we offer employees flexible working opportunities to suit their personal circumstances and our recruitment policy is merit based with no gender bias.

We know that, traditionally, the timber industry has been a sector that has attracted relatively few women and we actively support the efforts of our forestry trade body, Confor, to encourage more women, and younger people in general, to enter what is a very dynamic and rewarding industry

### Hourly Rate

Difference in mean hourly rate of pay		23%
Difference in median hourly rate of pay		8%
<b>Bonus Pay</b>	<b>Male</b>	<b>Female</b>
Percentage of employees who received bonus	96%	91%
Difference in mean bonus pay		70%
Difference in median bonus pay		54%
<b>Employees by pay quartile</b>	<b>Male</b>	<b>Female</b>
Upper quartile	97%	3%
Upper middle quartile	94%	6%
Lower middle quartile	87%	13%
Lower quartile	94%	6%

Alasdair Miller  
Finance Director