



Gender Pay Gap Data for Snapshot Date 5 April 2018

James Jones & Sons (Pallets and Packaging) Ltd a wholly-owned subsidiary of James Jones & Sons Ltd, 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 can, we offer employees flexible working opportunities to suit their personal circumstances, and our recruitment policy is merit based with no gender bias.

We understand that, traditionally, that our industry has been a sector that has attracted relatively few women and we actively promote efforts 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	-13.6%
Difference in median hourly rate of pay	-8.8%

Bonus Pay	Male	Female
Percentage of employees who received bonus	49%	52%

Difference in mean bonus pay	-34.4%
Difference in median bonus pay	-6.6%

Employees by pay quartile	Male	Female
Upper quartile	92.1%	7.9%
Upper middle quartile	82.9%	17.1%
Lower middle quartile	98.7%	1.3%
Lower quartile	98.7%	1.3%

Ken Taylor
Finance Director