



## Gender Pay Gap Data for Snapshot Date 5 April 2025

James Jones & Sons (Pallets and Packaging) Limited is a wholly-owned subsidiary of James Jones & Sons Limited, 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 understand that, traditionally, 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	4%
Difference in median hourly rate of pay	2%

<b>Bonus Pay</b>	<b>Male</b>	<b>Female</b>
Percentage of employees who received bonus	27%	51%
Difference in mean bonus pay		13%
Difference in median bonus pay		-7%

<b>Employees by pay quartile</b>	<b>Male</b>	<b>Female</b>
Upper quartile	94%	6%
Upper middle quartile	93%	7%
Lower middle quartile	95%	5%
Lower quartile	90%	10%

Stuart Roberts  
Director