



### Gender Pay Gap Data for Snapshot Date 5 April 2020

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

<b>Bonus Pay</b>	<b>Male</b>	<b>Female</b>
Percentage of employees who received bonus	32%	60%
Difference in mean bonus pay		11%
Difference in median bonus pay		-150%

<b>Employees by pay quartile</b>	<b>Male</b>	<b>Female</b>
Upper quartile	94%	6%
Upper middle quartile	94%	6%
Lower middle quartile	88%	12%
Lower quartile	100%	0%

Stuart Roberts  
Group Finance Director