



## Gender Pay Reporting

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.

Mean gender pay gap in hourly pay	31%
Median gender pay gap in hourly pay	7%
Mean bonus gender pay gap	67%
Median bonus gender pay gap	48%
Proportion of males receiving a bonus payment	93%
Proportion of females receiving a bonus payment	85%
Proportion of males in quartile 1	97%
Proportion of females in quartile 1	3%
Proportion of males in quartile 2	95%
Proportion of females in quartile 2	5%
Proportion of males in quartile 3	93%
Proportion of females in quartile 3	7%
Proportion of males in quartile 4	88%
Proportion of females in quartile 4	12%

*Alasdair Miller*

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