

JRL GROUP HOLDINGS LIMITED

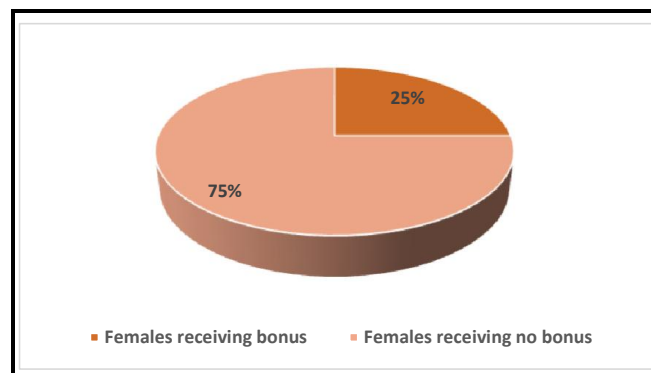
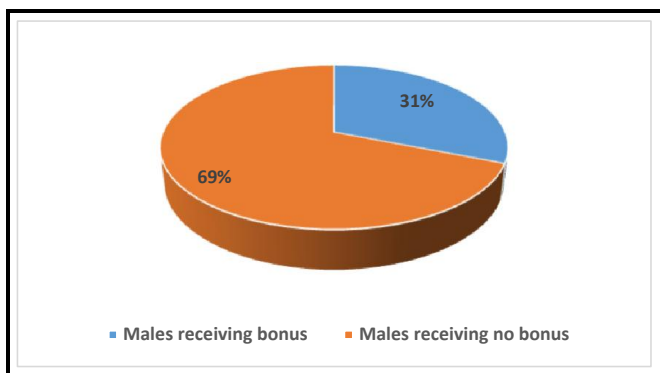
GENDER PAY GAP REPORTING 2022

The regulations require all companies with 250 or more employees on 5 April 2022 to publish details of their gender pay and Bonus Gap.

Mean and Median pay and bonus gap

	MEAN	MEDIAN
Gender Pay Gap	24%	11%
Gender Bonus Gap	26%	-50%

Proportion of employees receiving a bonus



Proportion of employees in each pay quartile band

PAY QUARTILE	MALE	FEMALE
Upper	93%	7%
Upper Middle	86%	14%
Lower Middle	79%	21%
Lower	83%	17%

Commentary

The Gender Pay Gap measures the difference between average pay of all men and women in a company, for a picture of where they tend to work. Often, the Gender Pay gap is confused with unequal pay, though this is a different measurement. We have worked to understand the story behind our numbers. Many factors drive the difference in the average earnings of our men and women, but there are two significant causes. Firstly, we know that men and women tend to work at different levels in our company. Secondly in general we struggle to recruit more women in a male dominated industry. The figures are comparable to others in the construction industry and all our departments are taking positive steps to improve gender diversity.