



**WILSON JAMES LTD**

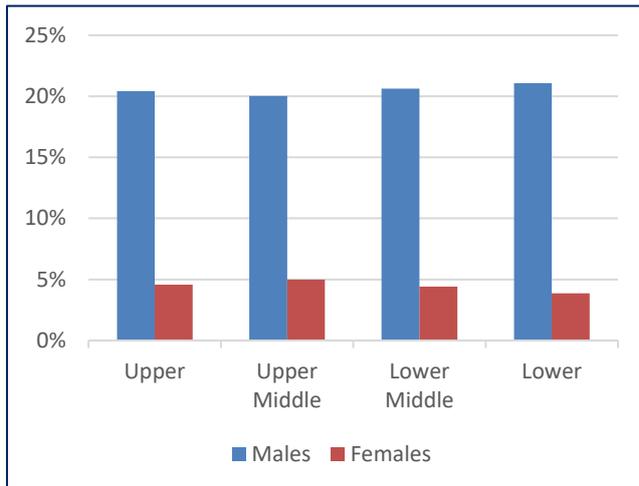
**GENDER PAY GAP STATEMENT**

**29 March 2018**

# Gender Pay Gap

Wilson James' business spans across two sectors. We provide corporate security solutions, which includes manned guarding; and construction logistics, providing a logistics service on major construction projects. Typically, both of these industries tend to attract male employees due to the nature of the work involved.

However, we have worked hard to attract more female employees into our business. The Construction Industry Training Board (CITB) reports that just 14.5 per cent of workers in the construction industry are female. The Women's Security Society (WSS) report that just 10% of the security workforce are female.



Set against these industry averages, Wilson James currently has an 80/20 ratio of male to female employees across the whole workforce. This split is closely replicated across each quartile.

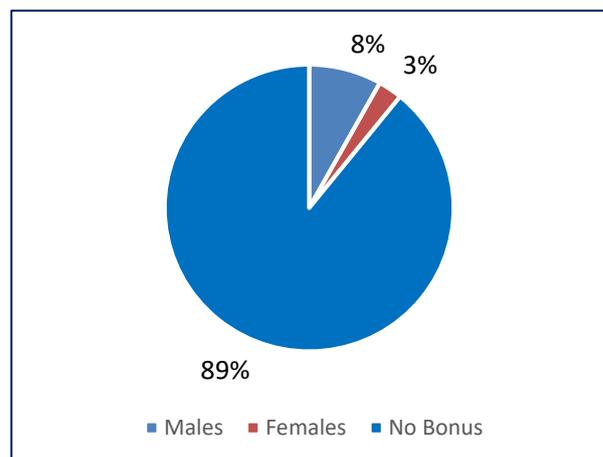
We have a slightly negative Median Gender Pay Gap of -2% with a Mean of -5%.

These statistics illustrate that our long-term objective of gender parity is achievable, though it is clear that there are still improvements to make.

Bonuses in Wilson James are far from excessive, averaging under £400 per annum, per recipient.

Of the 11% of our workforce who qualify for a bonus, 8% are males compared to 3% of females. This is due to several factors:

- There are more men in entry level and unskilled roles, many of which receive an unconditional bonus
- Many of our employees have joined us with previous Terms and Conditions, which include bonus payments protected by TUPE legislation. We, of course, are legally required to replicate these



Whilst more males qualify for a bonus payment, demonstrated by our Mean Gender Bonus Pay Gap of 20%, the amount paid across the genders is significantly higher in the female population resulting in a Median Gender Bonus Pay Gap of -167%. This is because that, whilst fewer females have Terms of Service that include Bonus Payments, of those that do, the majority are in roles predominantly measured by their sales performance, or they occupy roles in senior management or as Directors.

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