



Gender Pay Gap Reporting

Gender Pay Gap Reporting

Wilson James' business spans across three sectors. We provide corporate security solutions, which includes manned guarding, construction logistics, providing a logistics service on major construction projects; and aviation solutions including aviation security and passenger and premium services. Whilst some of these industries tend to attract male employees due to the nature of the work involved, we are committed to bucking the trend.

We continue to work hard to attract more female employees into our business and provide strong female role models across our leadership team.

This year we were particularly proud that one of our female security managers, Sarah Watts was named Security Manager of the Year at the Security and Fire Excellence Awards.

Gemma Quirke Managing Director Security and Aviation

Sam Rope HR Director

Sam O'Dwyer Operations Director Aviation



Our results

Across over 3500 Wilson James employees



Across Security Industry

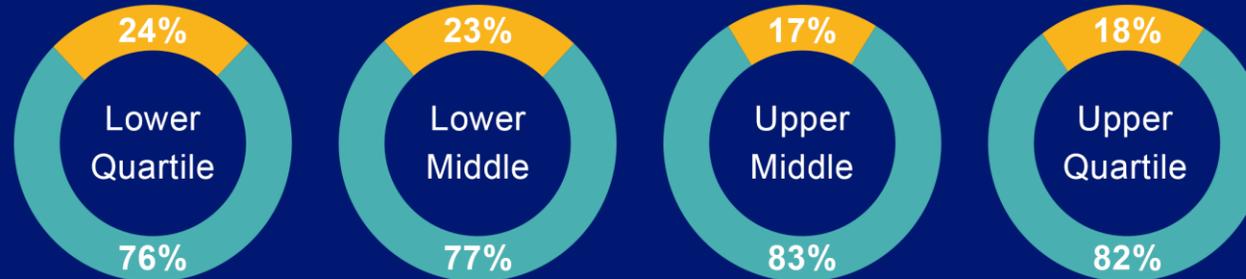


Across Construction Industry



Gender pay gap by quartile

Female Male



Who received a bonus



Our results

Gender pay gap	WJ Mean	WJ Median	UK Average
Wilson James	4%	-3%	17.9%

Gender bonus gap	WJ Mean	WJ Median
Wilson James	41%	31%



What the results mean

We continue to work hard to attract more female employees into our business. Go Construct report that whilst progress has been made with 37% of new entrants to the sector from higher education being female, the average percentage of females across the sector is still only 15%. There has been little movement within security with Women's Security Society (WSS) reporting 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 -3% with a Mean of 4%, well below the national average. These results illustrate that our long-term objective of gender parity is achievable, though it is clear that there are still improvements to make.

25% of our Senior Leadership roles are held by women, something we are committed to improving.

Of the 12% of our workforce who qualify for a bonus, 8% are males compared to 4% of females. This is due to a number of 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 41%, the amount paid across genders improves with a Median Gender Bonus Pay Gap of 31%.