

# Gender pay gap report

2023/24



# Foreword



At JSM Group Services Limited, it is our ambition to be not only a trusted utility infrastructure partner and to safely deliver sustainably efficient utility networks but to be an employer of choice. It is my belief that the only way we can do this is to put our people at the heart of everything we do.

As an organisation, we are committed to creating a diverse and inclusive environment where everyone feels they belong and can reach their full potential.

Whilst we are proud of the progress we have made since our inception in 1998, we are working hard to ensure we continue to help all of our employees thrive and play our part in levelling the playing field across construction and utilities.



**Stuart Wiltshire**  
**Chief Executive Officer**

## Gender pay gap

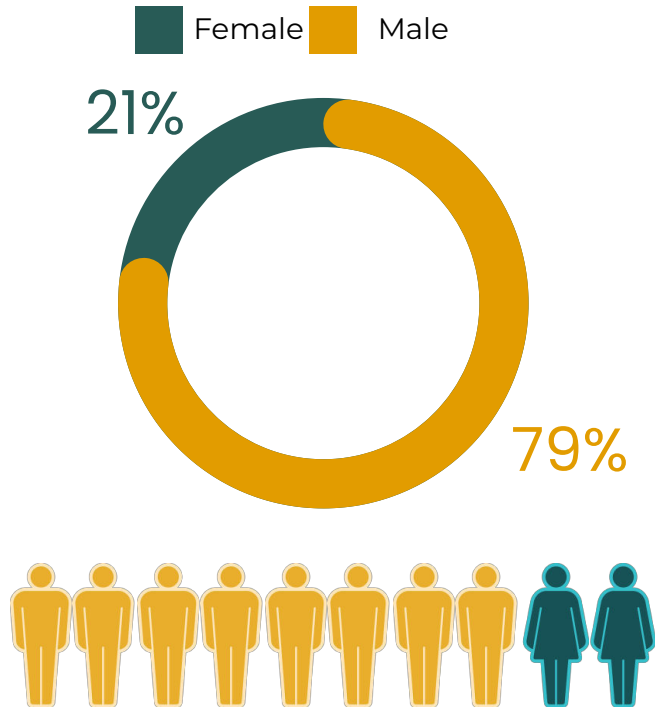
In April 2017 the government introduced gender pay reporting for all employers with more than 250 employees. This report shows the differences in average pay and the differences in average bonus between our male and female colleagues.

The gender pay gap uses a reporting snapshot date of 5th April in any given year and shows the average (mean) and median pay difference between all men and women, irrespective of any differences in the work they do. As a result, it's affected by how the workforce is made up, including the numbers of men and women in different types of jobs and at different levels of seniority.

# Our Data



## The make-up of our people



## Hourly

28% Mean pay gap

29% Median pay gap

## Bonus

68% Mean pay gap

70% Median pay gap

## Proportion of employees pay per quartile

Upper pay quartile

9% women



Upper middle pay quartile

9% women



Lower middle pay quartile

12% women



Lower pay quartile

48% women



# Plans for the future



At JSM we are striving to be an organisation that employees are proud to work for. We believe that success is built by embracing diversity and thriving on difference.

We must acknowledge that there is still some way to go to do to address equity and inclusion in the industry we operate in.

JSM we are taking very real steps to create opportunities and a supportive working environment where everyone can be successful and contribute to company performance.

We plan to make commitments and take actions not only to address the pay gap at JSM and also impact the industry at large. We want to ensure that we create opportunities for women at JSM, not just to join us but to thrive.

We will seek feedback and take tangible actions, we will be purposeful in our promises and we will make our employees, clients and stakeholders proud of JSM.



**Lucy Ralph**  
Chief People Officer

## Statutory declaration

I confirm that the data and information presented in this statement are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**Stuart Wiltshire**  
Chief Executive Officer  
JSM Group Services Limited

