

GENDER PAY GAP REPORT



2024/25





FOREWORD



At JSM Group Services Limited, we remain steadfast in our ambition to be not only a trusted partner in delivering safe, sustainable utility infrastructure, but also a great place to work, where every individual feels valued, supported, and empowered to thrive.

We recognise that building a truly inclusive and diverse workplace is essential to our long-term success. That's why we continue to place our people at the heart of everything we do. We are committed to creating an environment where everyone, regardless of gender, background, or role, has equal opportunity to grow, contribute, and succeed.

While we are proud of the progress we've made since our founding in 1998, we know there is more to do. We are actively working to close the gender pay gap and to challenge the structural barriers that persist across the construction and utilities sectors. Through anchoring to our values; integrate, communicate, problem-solve, drive-outcomes and continually evolve, we are determined to play our part in creating a more equitable future for all.



Michael Booth
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.

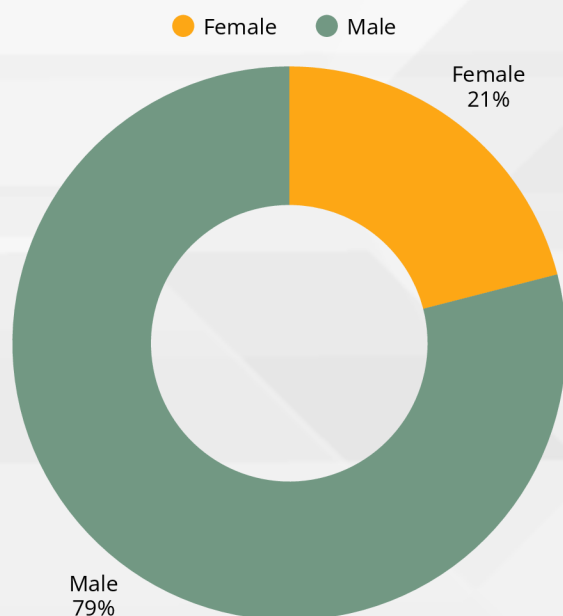
The gender pay gap uses a reporting snapshot date of 5th April in any given year and shows the average (mean) and median pay difference between all men and women, irrespective of any differences in the work they do. As a result, it's affected by how the workforce is made up, including the numbers of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





OUR DATA

THE MAKE-UP OF OUR PEOPLE



HOURLY

MEAN PAY GAP **22%**

MEDIAN PAY GAP **24%**

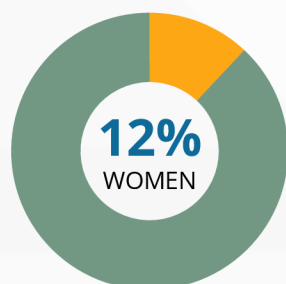
BONUS

MEAN PAY GAP **57%**

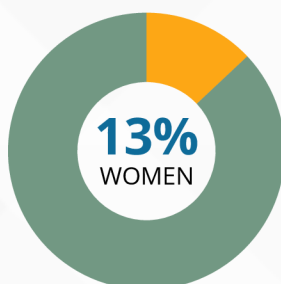
MEDIAN PAY GAP **68%**

PROPORTION OF EMPLOYEES PAY PER QUARTILE

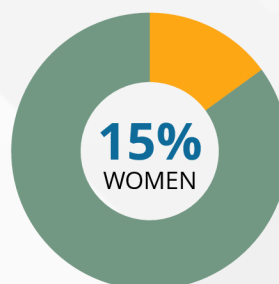
UPPER PAY QUARTILE



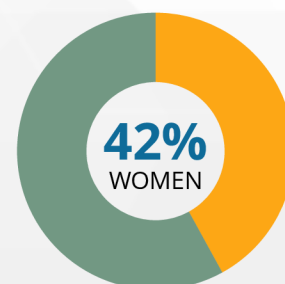
UPPER MIDDLE PAY QUARTILE



LOWER MIDDLE PAY QUARTILE



LOWER PAY QUARTILE





LOOKING FORWARD



At JSM Group Services Limited, we are committed to building a workplace that our people are proud to be part of, where diversity is celebrated, inclusion is intentional, and opportunity is accessible to all.

We recognise that while progress has been made, there is still work to do to address equity across our industry. That's why we are taking meaningful action to create a culture where everyone can succeed, contribute, and feel a genuine sense of belonging.

Our focus is not only on closing the gender pay gap within JSM, but also on influencing broader change across the construction and utilities sectors. We are investing in pathways for women to join, grow, and lead within our organisation, and we are committed to listening, learning, and acting with purpose.

We will continue to seek feedback, measure our impact, and hold ourselves accountable. Through these efforts, we aim to make JSM a company our employees, clients, and stakeholders can be proud of, today and into the future.



Helen Stewart
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.

Michael Booth
Chief Executive Officer
JSM Group Services Limited

