

GENDER PAY REPORT 2018

J & E Hall International

J & E Hall is one of the world's foremost refrigeration solutions providers. Our key activities include the design, manufacture, installation and after sales care of refrigeration and HVAC products.

We believe a diverse workforce is important, and recognise that publishing our Gender Pay Gap report is a key step in helping us achieve this. We welcome the transparency this provides, and encourage all employees at J & E Hall to help us build a team that better reflects society.

This report shows how we plan to make a difference, and People Centred Management is our way of engaging our employees through involving them in important business initiatives, like closing our gender pay gap.

The government's regulations ask us to publish six calculations every year that show the difference between the average earnings of all men and women across J & E Hall regardless of the nature of their work. The results of these calculations are shown in this report:

BACKGROUND

The manufacturing and engineering sector gender pay gap is higher than the national average. The primary cause of this is the workforce profile, like most of our industry we have more men employed within the company, and most of our senior managers are men, with this in mind we are working towards reducing our gender pay gap.

OUR GENDER PAY GAP RESULTS

	Mean	Median
Gender Pay Gap	33.9%	34.3%

The table on the left shows our "gender pay gap". This is a snapshot of the difference between the average hourly pay levels of all women compared to all men irrespective of their role or level in the organisation, expressed as a percentage of men's average pay.

In April 2018, our female workforce in the UK was 20%. We're aiming to increase the number of women at all levels within our company.

	Mean	Median
Bonus Pay Gap	61.3%	40.5%

The table on the left shows our "bonus pay gap" which shows the difference between bonus payments made in the 12 months preceding 5th April 2018.

J & E Hall operates incentive schemes only for revenue generating areas of the business that meet pre agreed objectives. 81% of employees were eligible to receive a bonus payment.

Proportion of employees receiving a bonus:

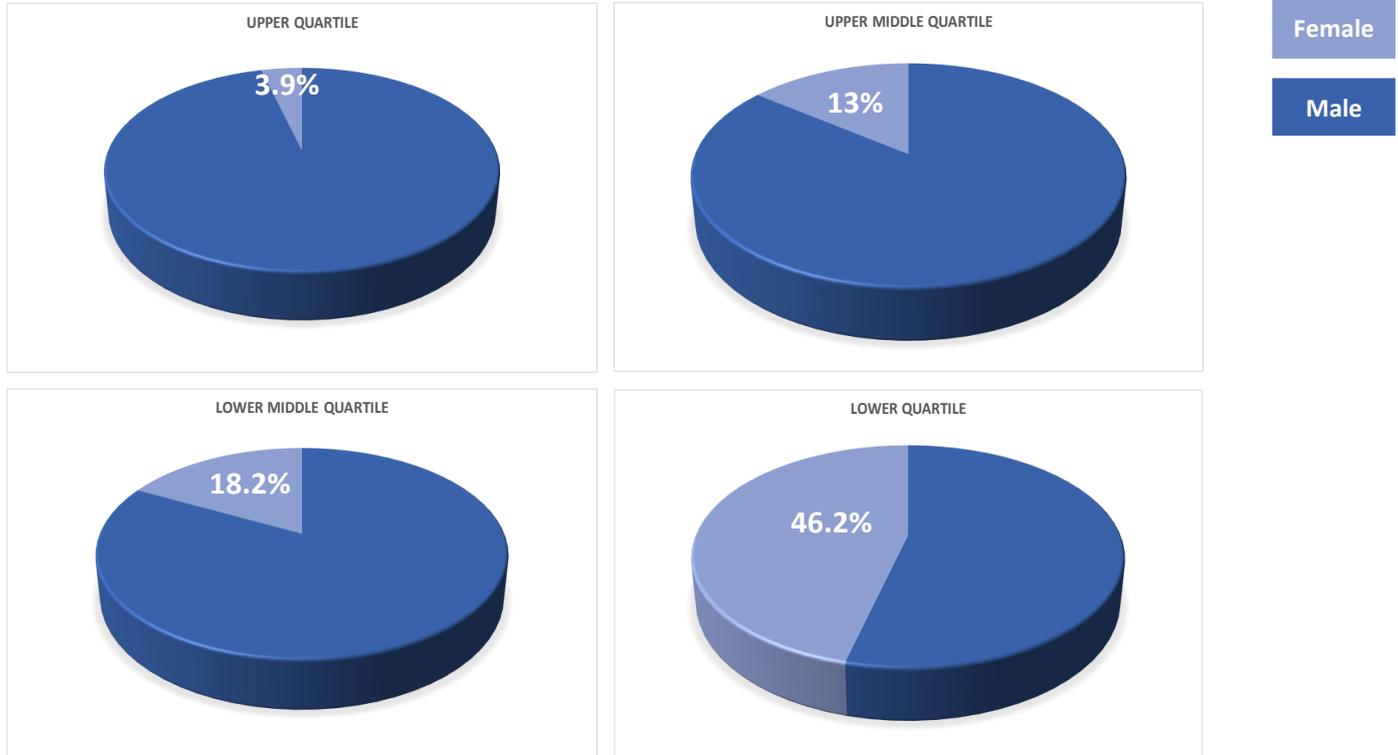


When looking at our bonus pay gap it is predominantly driven by bonus eligible employees being in more Senior or technical roles and we currently find it difficult to attract and retain female talent within these roles. We believe this is due to the current skills gap across the industry.

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PROPORTION OF MEN AND WOMEN IN EACH QUARTILE (%)



HOW WE ARE CONTINUING TO TAKE ACTION TO MAKE A DIFFERENCE

We are committed to creating a diverse and inclusive place to work where our people can be themselves and be at their best. Growing and supporting our female talent is high on our agenda and we continue to look into possibilities to enable us to do so.

The manufacturing and engineering industry sectors have historically been male dominated professions. J & E Hall recognise potential opportunities to improve the recruitment and retention of all employees. We currently have a variety of mechanisms to promote diversity in recruitment and are open to change to further this.

Our future leaders program is used to further encourage and engage high potential employees across the business with the view that one day they may be part of the senior team. Our last intake was 33% female. Along with the positive intake results for the proportion of women recruited into apprentice (17%) and graduate (100%) roles within the last year, we are looking at ways to continue to keep female recruitment at this high level.

We are reviewing internal initiatives to better promote and encourage employees to not only join us, but also spend their careers with us, and are looking at ways to improve female engineering candidates.

We are pleased that we have significantly increased the number of females receiving a bonus this year, and will be further reviewing our process to drive more improvements in 2019. We are also pleased that some of our recruitment activities have resulted in a higher proportion of women in our lower middle quartile, and we aim to continue this alongside development opportunities to allow progression in the future.

We have deliberately published our 2018 report early so we can have a clear base to work on, and show improvements in our next report.

We confirm the data reported is accurate

Andrew Bowden, Managing Director

Martin Jeffkins, Senior Manager - HR