

# GENDER PAY REPORT 2019

## 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	34.6%	34.1%

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 2019, our female workforce in the UK was 22%, an increase on the previous year. We're aiming to increase the number of women at all levels within our company.

	Mean	Median
Bonus Pay Gap	73%	38.7%

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 2019.

J & E Hall operates incentive schemes only for revenue generating areas of the business that meet pre agreed objectives. 80% of employees were eligible to receive a bonus payment, with 47% receiving one based on 2018 results.

Proportion of employees receiving a bonus:

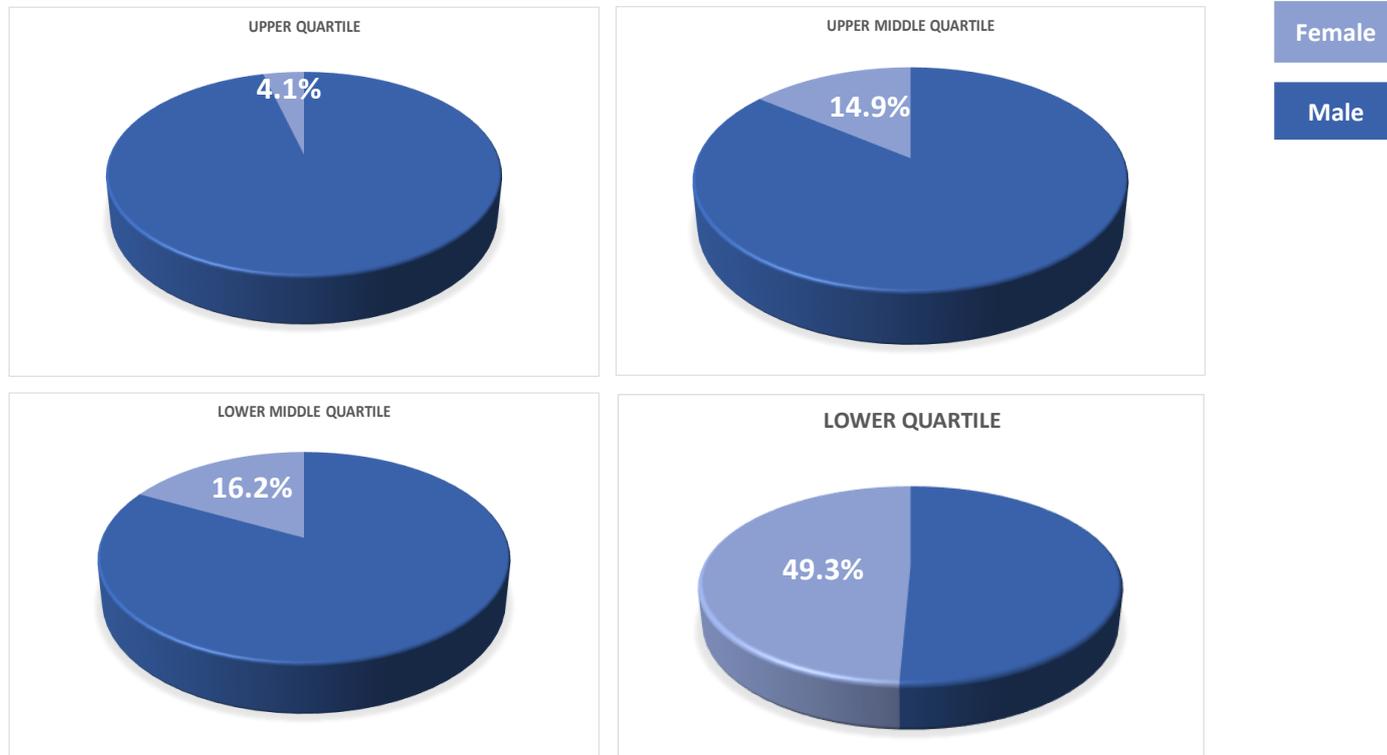


When looking at our bonus pay gap it is predominantly driven by bonus eligible employees being in more Senior or technical roles and we currently find it difficult to attract and retain female talent within these roles. We believe this is due to the current skills gap across the industry.

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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.

In 2018 we offered a role to a female apprentice in the engineering side of the business, unfortunately she decided not to join us. In 2019 we specifically targeted finding a female engineering apprentice, despite positive advertising we were disappointed that out of several hundred applications only 7 were from females, further highlighting the issues within the industry. All were shortlisted for roles, however, none had the right skills to offer a position. We did hire a female apprentice in one area of the business, keeping the proportion of female apprentices at 17% for the second year in succession.

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 the proportion of women in the business has grown again this year, and our aim is to further increase this in 2020. We also aim to continue discussing development opportunities and creating future female leaders.

We have deliberately published our 2019 report early so we can have a clear base to work on, and aim to show further improvements in our next report.

We confirm the data reported is accurate

**Andrew Bowden**, Managing Director

**Martin Jeffkins**, Senior Manager - HR