

Employee Communication: Gender Pay Gap Reporting 2025

jayplas, the registered trademark and the trading name J. & A. Young (Leicester) Ltd. are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Our legal responsibilities involve carrying out six calculations that show the difference between the average earnings of men and women in our organisation; but do not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website, we will do this within one calendar year of April 5th of every year as per required by law.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records. All employees can confirm and update their records if they choose to by contacting the Payroll Manager

Gender Reporting for 2024/2025

| | |
|-------------------------------------|----------------------------------|
| Women's mean hourly rate is | 14.15% higher than men's. |
| Women's median hourly rate is | 1% higher than men's. |
| Mean Bonus Gender Pay Gap | 0% |
| Median Bonus Gender Pay Gap | 0% |
| Proportion Of Men receiving Bonus | 0% |
| Proportion Of Women receiving Bonus | 0% |

| | UPPER QUARTILE | UPPER MIDDLE | LOWER MIDDLE | LOWER QUARTILE |
|-------------------|----------------|--------------|--------------|----------------|
| Male Percentage | 87% | 90% | 95% | 91% |
| Female Percentage | 13% | 10% | 5% | 9% |

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