

# SCOT JCB GENDER PAY GAP REPORT 2025

Scot JCB, as a company with more than 250 staff, is required by law to publish the following data, based on a snapshot of our workforce as at 5<sup>th</sup> April 2025.

- Gender pay gap and bonus gap, which is defined as the difference in mean and median average pay between male and female staff within our workforce. It is not to be confused with equal pay. The mean is the average across the Company, so the mean gender pay gap is a measure of the difference between women's average hourly wage and men's average hourly wage. The median is calculated by ranking all employees from the highest hourly rate to the lowest hourly rate, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage and men's median hourly wage.

	Mean	Median
Basic hourly pay	10.2%	22.8%
Bonus pay	70.0%	52.1%

- Proportion of men and women in each quartile of the organisation's pay structure

Quartile	% of employees who are male	% of employees who are female
Lower	72.5%	27.5%
Lower middle	82.5%	17.5%
Upper middle	96.2%	3.8%
Upper	88.8%	11.2%

- % of men and women who received a bonus in the year ended 5<sup>th</sup> April 2024

Female employees	Male employees
100%	100%

I confirm that the information in this report is accurate.

Stephen Barker

Finance Director

29 April 2025