

JCT600 GROUP

Gender Pay Gap Report - April 2025

Pay & Bonus Gap

Difference between men and women

	Mean	Median
Hourly fixed pay	21%	19%
Bonus Paid	47%	19%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at 5 April 2025. It also captures the mean and median difference between bonuses paid to men and women in the year up to 5 April 2025.

Proportion of colleagues awarded a bonus in 2025

	Received Bonus	No Bonus
Men	79%	21%
Women	57%	43%

Pay Quartiles

	Male	Female
Lower Quartile	61%	39%
Lower Middle Quartile	73%	27%
Upper Middle Quartile	86%	14%
Upper Quartile	79%	21%

This data has been calculated in accordance with UK government guidelines on gender pay gap reporting. We are confident that men and women are paid equally for doing equivalent jobs across our business. The company's gender pay gap is driven by a concentration of male colleagues in more senior roles. JCT600 operates an equal opportunity recruitment policy and candidates are appointed who are the best qualified to fulfil the job opportunity in question.