

Jaguar Building Services **Gender Pay Gap Report**

2021 / 2022



For the period 2021-2022

Gender Pay Gap Report

Total Employees

Male	Female	Total
379	65	444

Pay

Pay	Male	Female	Difference
Mean	20.66	16.43	20.49%
Median	19.36	14.66	24.29%

Pay	Male	Female	Male	Female
Upper (75-100%)	102	6	94%	6%
Upper Middle (50-75%)	102	6	94%	6%
Lower Middle (25-50%)	101	7	94%	6%
Lower (0-25%)	67	41	62%	38%
Total	372	60		

Bonus	Male	Female	Difference
Mean	2,896.77	5,398.03	86.35%
Median	1,373.11	3,750.00	173.10%
Number Receiving Bonus	125	24	80.80%
Percentage Receiving Bonus	32.98%	36.92%	