

# Jaguar Building Services **Gender Pay Gap Report**

2022 / 2023



For the period 2022-2023

# Gender Pay Gap Report

## Total Employees

| Male | Female | Total |
|------|--------|-------|
| 387  | 68     | 455   |

## Pay

| Pay    | Male  | Female | Difference |
|--------|-------|--------|------------|
| Mean   | 23.90 | 24.94  | 4.36       |
| Median | 20.57 | 15.36  | 25.35      |

| Pay                   | Male | Female | Male | Female |
|-----------------------|------|--------|------|--------|
| Upper (75-100%)       | 100  | 10     | 91%  | 9%     |
| Upper Middle (50-75%) | 107  | 4      | 96%  | 4%     |
| Lower Middle (25-50%) | 106  | 5      | 95%  | 5%     |
| Lower (0-25%)         | 66   | 44     | 60%  | 40%    |
| Total                 | 379  | 63     |      |        |

| Bonus                      | Male     | Female   | Difference |
|----------------------------|----------|----------|------------|
| Mean                       | 4,794.87 | 8,691.99 | 81.28%     |
| Median                     | 1,672.80 | 7,500.00 | 348.34%    |
| Number Receiving Bonus     | 147      | 34       | 76.87%     |
| Percentage Receiving Bonus | 37.98%   | 50.00%   |            |