

Jaguar Building Services **Gender Pay Gap Report**

2024 / 2025



For the period 2024-2025

Gender Pay Gap Report

Total Employees

Male	Female	Total
514	85	599

Pay

Pay	Male	Female	Difference
Mean	24.43	19.65	19.56%
Median	23.00	17.34	24.61%

Pay	Male	Female	Male	Female
Upper (75-100%)	138	9	94%	6%
Upper Middle (50-75%)	137	10	93%	7%
Lower Middle (25-50%)	138	9	94%	6%
Lower (0-25%)	91	56	62%	38%
Total	504	84		

Bonus	Male	Female	Difference
Mean	2,917.70	3,649.60	25.08%
Median	1,551.72	2,416.65	55.74%
Number Receiving Bonus	235	49	79.15%
Percentage Receiving Bonus	45.72%	57.65%	