

Jelson Limited

Gender Pay Report

In line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Jelson Ltd is pleased to publish its Gender Pay Gap Report for 2026.

Jelson Ltd is committed to creating an inclusive workplace where everyone has the opportunity to develop their skills, progress their careers and achieve their full potential, regardless of gender.

The construction industry continues to have a predominantly male workforce, and this is reflected within our own employee population. Whilst increasing female representation across all areas remains a long-term challenge for the sector, we continue to support initiatives that encourage more females to consider careers in construction.

As a snapshot date of 5 April 2026, 245 (68%) of the 359 employees included within this report were directly engaged in housebuilding activities. The remaining employees work across administration, managerial and support functions.

Many of our construction operatives are not paid by the hour but receive a fixed price payment for the value of the work they do. As a result, some employees may earn significantly higher equivalent hourly rates depending on the volume and value of work completed. This can influence the overall average hourly pay calculations and therefore affect the reported gender pay gap figures.

We remain committed to ensure that pay decisions are fair, consistent and based on role, skills, experience and performance. We continue to review our recruitment practices, pay structures and career development opportunities to support greater gender diversity throughout the company, including management and senior positions.

Bonus payments are linked to role, responsibilities and business performance. As higher proportions of senior operational and management roles continue to be occupied by males, this is reflected in the bonus pay gap reported.

During the coming year, we will continue to focus on attracting a wider and more diverse range of candidates through our recruitment practices, support flexible working arrangements where operationally appropriate, review pay practices to ensure fairness and consistency, promote career development and progression opportunities across the business and encourage greater female representation across operational and leadership roles.

What is the gender pay gap?

The gender pay gap measures the difference in average earnings between male and females across the business.

The mean pay gap is the difference in the average hourly pay for females compared to males. The median pay gap represents the difference in hourly pay between the middle point of the female population of our business and the middle point of the male population of our business. A positive percentage indicates the extent to which females earn on average, less per hour, and a negative percentage indicates how much females earn on average more per hour than men. The calculation includes all elements of pay as defined in the regulations.

The same figures are recorded for bonus pay, the gender bonus gap and for the proportion of male and female employees receiving a bonus.

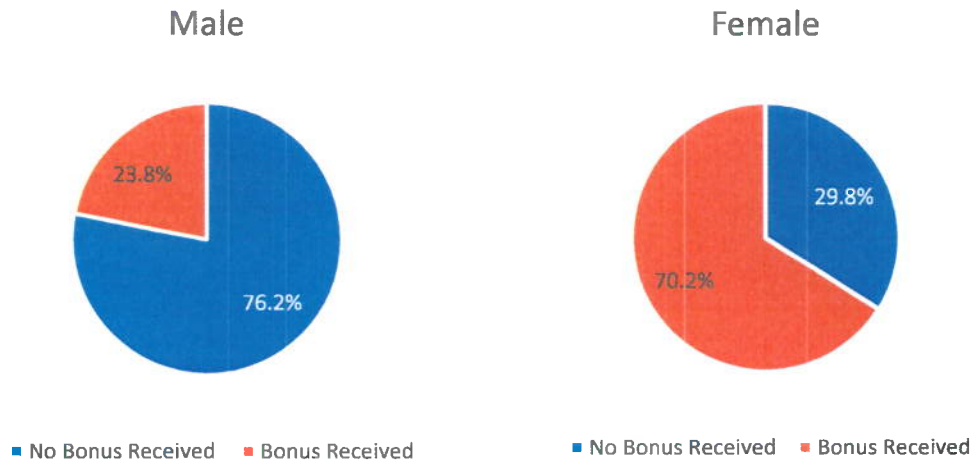
Our Gender Pay Figures

The following figures relate to the snapshot date of 5 April 2026, with bonus payments covering the 12 months preceding that date.

Gender Pay & Bonus Gap

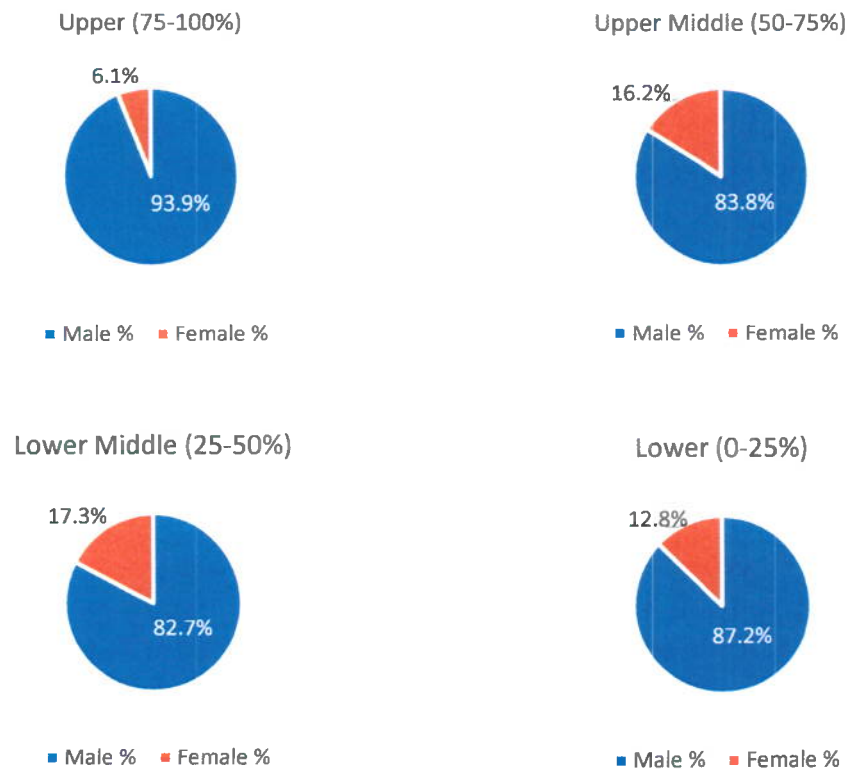
2025			2026		
Difference between Male and Female	Mean	Median	Difference between Male and Female	Mean	Median
Gender Pay Gap	17.8%	12.9%	Gender Pay Gap	11.1%	6.0%
Gender Bonus Gap	12.3%	14.3%	Gender Bonus Gap	11.7%	21.9%

Proportion of employees receiving a bonus



Pay Quartiles

Proportion of males and females in each pay quartile.



DIRECTORS:

**R.S. JELLEY G.S. JELLEY J.W. JELLEY J.I.BESTWICK R.M.THORLEY S MAITLAND
P MADGWICK I GRUNDY**

Registered in England No. 571641

Our Commitment

We remain committed to fostering an inclusive workplace where recruitment, development, promotion and reward are based on merit and where everyone has an equal opportunity to succeed.

We will continue to monitor our gender pay gap annually and use the information to inform our people strategies and support continuous improvement.

Declaration:

I confirm that the information and data provided in this report is accurate and in line with the UK Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Clair Bills
Human Resources Director