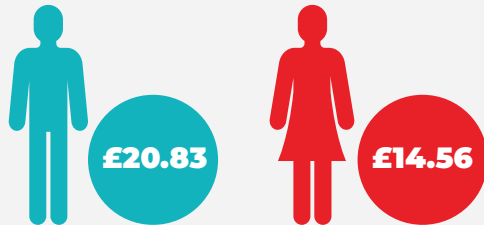


Gender Pay Gap Report 2025



Hourly Pay Analysis

The **mean hourly pay** for male colleagues is **£20.83**, whereas for female colleagues its **£14.56**.



The **median hourly pay** for male colleagues is **£13.45**, while for female colleagues it is **£12.26**.



This results in a mean gender pay gap of 30.1%

The median gender pay gap is 8.9%

The difference in mean pay is driven by a higher proportion of male colleagues in senior and specialised roles, while the median pay gap suggests a smaller disparity in earnings among mid-level colleagues. Jollyes has a high representation of part time colleagues, which may also influence these figures, as part time roles tend to be occupied more frequently by women and often have different pay structures.

Bonus Pay Analysis

Mean bonus pay: Males receive an average bonus of **£4,587.91** whereas females receive **£1574.08** resulting in a mean gender pay gap of **65.7%**

Mean: 65.7%

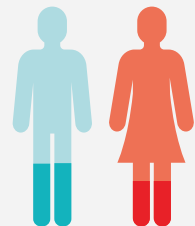
Median bonus pay: Males receive **£1,891.73**, while females received **£200.00**, creating a median bonus gender pay gap of **89.4%**

Median: 89.4%

Bonus distribution:

35.8% of males received a bonus

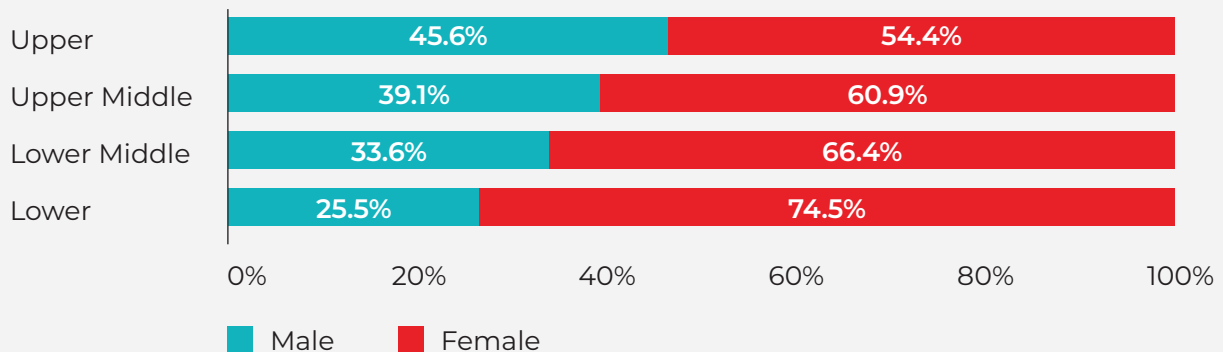
22.5% of females received a bonus



The higher bonus pay gap is influenced by the concentration of men in senior roles. However, the business has strong female representation at the Regional Manager level, indicating a positive trajectory in leadership opportunities for women.

Gender Pay Quartiles

The breakdown of gender representation across pay quartiles is as follows:



The data indicates that females are more represented in lower pay quartiles, whereas males have a stronger presence in the upper quartiles. Encouragingly, there is more balanced gender split in the upper quartile compared to previous years, demonstrating progress in advancing women into higher paid roles.

Gender Pay Quartiles

The gender pay gap within Jollyes is primarily influenced by workforce composition, including a significant number of part time female colleagues and a higher proportion of men in senior roles. However, the strong representation of women at the regional manager level is a positive indicator for future leadership balance.

To further address these gaps, the business will focus on:

- Supporting career progression for women through mentorship and leadership development programs
- Reviewing bonus structures to ensure equitable opportunities for performance rewards
- Continued monitoring of pay equity across all levels of the business through benchmarking salaries
- Encouraging flexible working options reinforcing our flexible working policies that allow career growth whilst balancing working hours
- Provide career path transparency to encourage upward mobility
- Putting all job descriptions through a gender decoder to check for gender neutral language
- Establish a Women in Leadership colleague network to support women in their development as future leaders
- Continuing to offer competitive salaries and a wealth of benefits, including industry leading family friendly benefits, wellbeing support, career breaks and financial wellbeing initiatives to further support our colleague offering.