

About Ransomes Jacobsen Ltd

Ransomes Jacobsen Ltd employs more than 400 people in the UK. Our long history began in 1789, and since then, we have produced some of the industry’s most important ‘firsts’. We design, manufacture, and distribute turf care vehicles internationally, which are trusted to manicure the most important turf in the world - from prestigious championship golf courses to World Cup pitches.

Introduction

Since changes to the Equality Act came into force in April 2017, companies with more than 250 employees are legally required to report their gender pay gap figures. You will note that this is only our third submission, due to employee numbers being below this threshold in prior years.

Our Gender Pay Gap Report - 2023

The gender pay gap is the difference in the average pay and bonuses of men and women within the organisation, irrespective of their level or role. The figures reported are based on calculations set out in the Regulations. The mean pay gap is the difference in the average hourly pay for all women compared to all men. The median pay gap identifies the middle point of a group, and is therefore the gap between the hourly pay rate for a woman at the mid-point, compared to the pay rate of a man at the mid-point.

The Gender Pay Gap data for Ransomes Jacobsen Ltd is detailed below.

Mean and Median Pay and Bonus Gap

2023	Mean (Average)	Median (Middle)
Gender Pay Gap	4%	2%
Gender Bonus Gap	55%	22%

The mean pay at Ransomes Jacobsen Ltd for men is 4% higher than that of women, and the median pay is 2% higher for men compared to women.

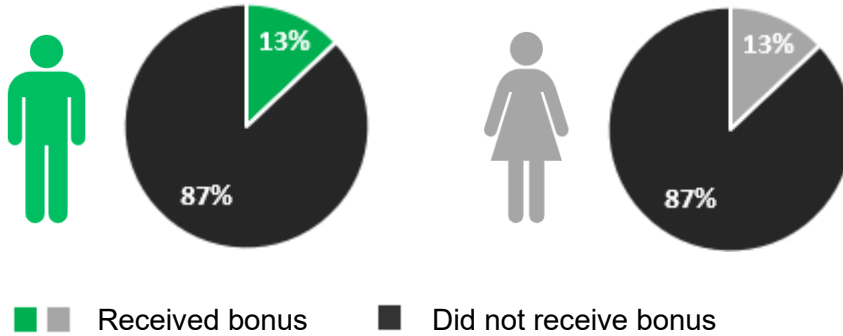
We saw a reduction in the median bonus pay for men compared to 2022, decreasing from 33% to 22%.

Like many other companies in our industry, our pay gap is primarily driven by the lack of representation of female employees in the manufacturing industry and therefore reduced representation in higher paid and senior roles, some of which are bonus eligible. Whilst the total number of women within the workforce has increased since 2022, the percentage of



women in the workforce has fallen slightly. This is primarily driven as a result of headcount growth within our production environment, which is male dominated (in line with industry trends).

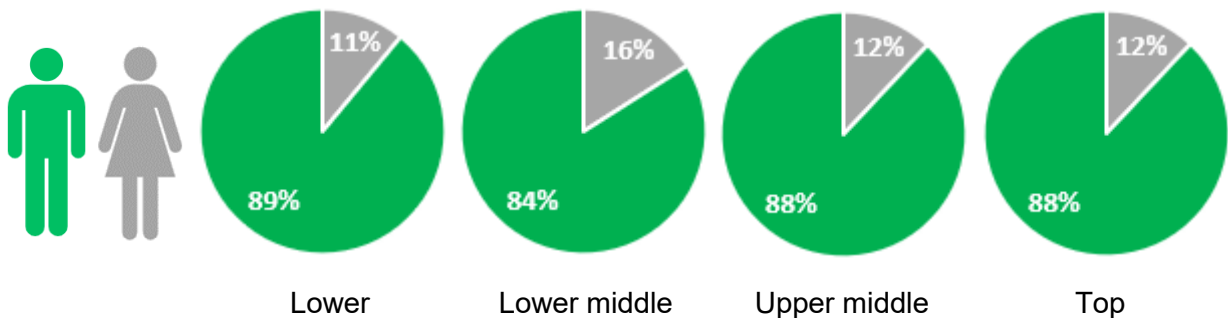
Proportion of employees who received a bonus:



Despite there being significantly fewer female employees within the business, the proportion of males and females receiving a bonus was equal at 13%, an improvement compared to our 2022 Gender Pay Gap Report, where there were slightly more males receiving a bonus than women.

Salary Quartiles

By dividing the workforce in to four equal sized groups based upon hourly rates, the quartiles represent the pay rates from the lowest to the highest hourly rates, with the percentage of women and men in each quartile, as represented below.



Our Commitment

We believe every employee should have the same opportunities, regardless of gender, and we will strive to ensure that we continue to build an inclusive culture where everyone has the chance to progress.

We know our industry lacks female representation, however as a business we are committed to fostering a diverse and more gender balanced workforce. We continue to address this by supporting many initiatives, including:





- Partnering with local schools, colleges, and Universities to increase STEM awareness and provide career advice;
- Developing our Intern and Apprenticeship programmes. We were pleased to have our most gender diverse intern intake to date in 2023;
- Providing educational assistance schemes;
- Reviewing our recruitment practices, including the use of gender-neutral language in job advertisements;
- Promoting the Company within the local community, to increase awareness amongst a diverse population.

I confirm that our data published within this report is accurate.

Simon Rainger
VP Turf



Ransomes Jacobsen Ltd is the first grounds care equipment manufacturer accredited to all three quality standards ISO 9001, ISO 14001 and OHSAS 18001

FS 609275 EMS 609276 OHS 609277