

Gender Pay Report 2024

Jarrold and  
Sons Ltd



# Jarrold and Sons Ltd

Jarrold is a privately owned business based in Norwich. The company was founded in Woodbridge, Suffolk in 1770. The company comprises retail, property, training and business services activities (incorporating security, cleaning and logistics services).

This report compares figures from 2022, 2023 and 2024.



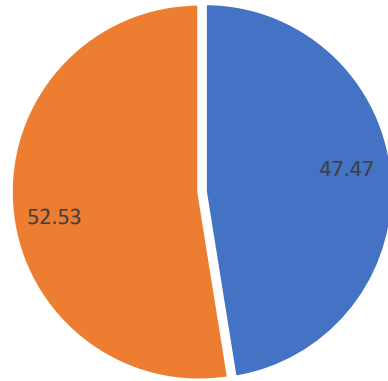
# Our Gender Pay Gap Figures

These figures represent the difference in pay between men and women in our business and also shows our 2022/2023 figures for comparison.

	<b>2024</b>	<b>2023</b>	<b>2022</b>
<b>Mean difference (women's hourly rate is lower)</b>	<b>19.53%</b>	<b>5.26%</b>	<b>28.28%</b>
<b>Median difference (women's hourly rate is lower)</b>	<b>2.75%</b>	<b>2.19%</b>	<b>4.74%</b>
<b>Percentage of males who were paid a bonus</b>	<b>0%</b>	<b>61.70%</b>	<b>79.66%</b>
<b>Percentage of females who were paid a bonus</b>	<b>0%</b>	<b>80.63%</b>	<b>71.14%</b>
<b>Mean gender pay gap in bonus pay (women's bonus pay is higher)</b>	<b>0%</b>	<b>14.31%</b>	<b>54.35%</b>
<b>Median gender pay gap in bonus pay (women's bonus pay is lower)</b>	<b>0%</b>	<b>17.64%</b>	<b>87.29%</b>

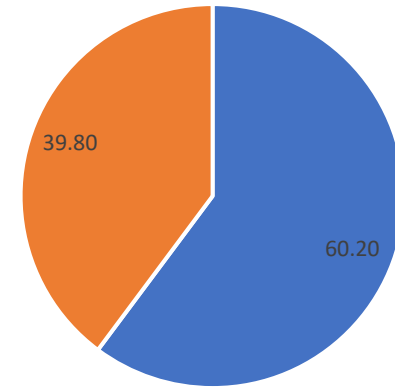
# Quartile Distribution (% of male and females)

Upper quartile



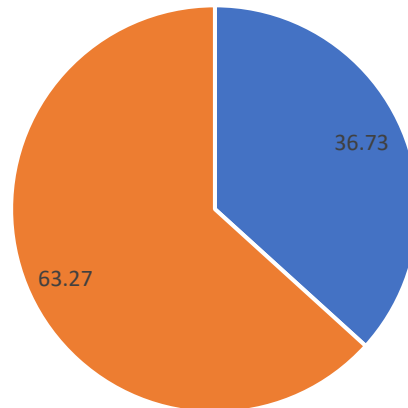
■ Males  
■ Females

Upper middle quartile



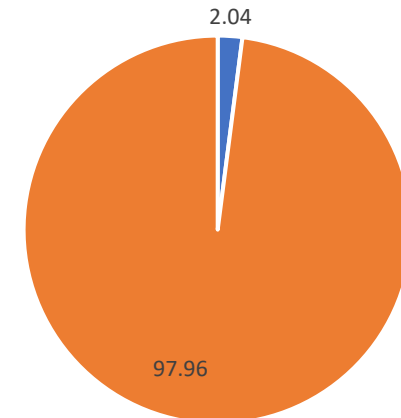
■ Males  
■ Females

Lower middle quartile



■ Males  
■ Females

Lower quartile



■ Males  
■ Females

# Pay Gap overview

The gender pay gap recorded in the UK in April 2024 was 7%. We have seen an increase in both our mean and median pay gaps.

At the time of reporting, the Jarrold Group employed 250 female colleagues and 149 male colleagues. In our upper and upper-middle quartiles, 53% and 40% of the roles, respectively, are held by women. This suggests that more female colleagues are advancing into senior positions, including management roles.

We also observe a higher proportion of female colleagues working in our sales and cleaning teams, which are typically our lowest-paid roles.

This report focuses on colleague development, progression, rewards, and work arrangements.

# Skill Development

The business continues to foster a culture where all colleagues have equal opportunities to progress and develop. All vacant positions are advertised internally, and we actively seek to promote colleagues from within as opportunities arise.

Jarrold Training continues to run its 'Elevate' course for female leaders, ensuring that internal female colleagues are included in each cohort. This course is designed to help female leaders lead with purpose, clarity, and impact, while also exploring the concept of allyship, which is crucial for fostering inclusion and equality in the workplace.

Menopause remains a key focus for the Group. Our partnership with external providers has created opportunities for further discussion, workshops, and learning on the topic. This has helped promote open communication, and we will continue this work to support women throughout their careers.

# Progression, Reward and Work Arrangements

We continue to monitor salaries through both external and internal benchmarking, addressing any historical disparities.

Over the past year, we have embraced flexibility in our working arrangements. Practices such as home working and compressed hours have enabled us to support our colleagues in balancing their work and home life. While this has been more challenging in our customer-facing areas, we are proud to be in a position where we can accommodate the majority of flexible working requests we receive across the group.



2024

## Our commitments in 2024

- We will continue to monitor our pay through benchmarking.
- We plan to ensure attendance to the Jarrold Training Elevate programme for our female colleagues
- Our flexible working practices will continue to be reviewed, and we will look at how we can creatively support work/life balance.



# Director of People and Culture Statement

As Director of People and Culture for Jarrold and Sons Ltd, I, Laura London, confirm that the information contained within this report is accurate to the best of my knowledge.

Signature

A handwritten signature in black ink, appearing to read 'Laura London', written in a cursive style.