

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 fourth submission, due to employee numbers being below this threshold in prior years.

Our Gender Pay Gap Report - 2024

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

2024	Mean (Average)	Median (Middle)
Gender Pay Gap	10%	1%
Gender Bonus Gap	17%	-104%

The mean pay at Ransomes Jacobsen Ltd for men is 10% higher than that of women, and the median pay is 1% higher for men compared to women. Whilst our mean pay gap has increased compared to 2023, the median gap has reduced slightly.

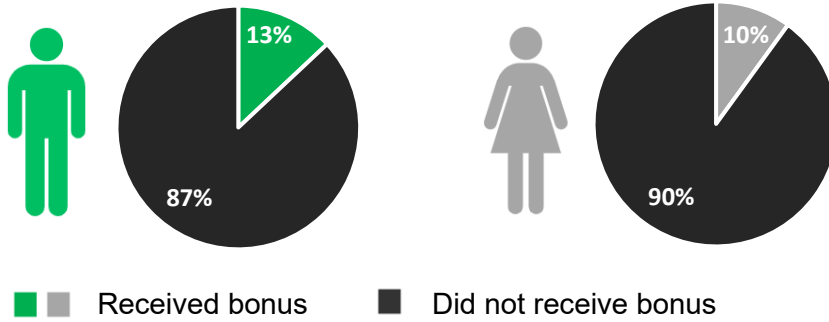
The mean bonus gap has reduced from 55% in 2023, to 17% in 2024, and the median bonus gap has reduced from 22% to -104%, indicating that the median bonus for women was significantly higher than the median bonus for men.

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.

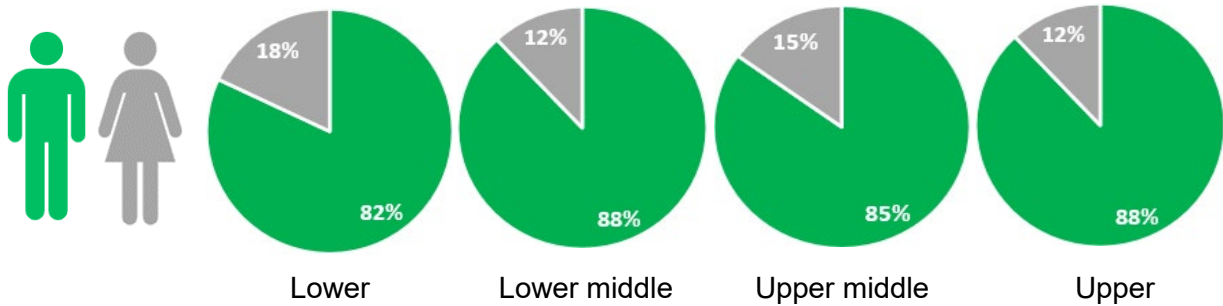
Proportion of employees who received a bonus:



Despite there being significantly fewer female employees within the business, there is little difference between the percentage of males and females who received a bonus. The percentage of males receiving a bonus has remained level with the prior year.

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 had our most gender





- diverse intern intake in 2023, and are pleased to be welcoming over 80% of our female interns from that cohort back to the business;
- 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