

**About Ransomes Jacobsen Ltd**

Ransomes Jacobsen Ltd employs circa 300 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 professional turf care equipment 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 fifth submission, due to employee numbers being below this threshold in prior years.

**Our Gender Pay Gap Report - 2025**

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

2025	Mean (Average)	Median (Middle)
<b>Gender Pay Gap</b>	2%	3%
<b>Gender Bonus Gap</b>	29%	62%
<b>Gender Bonus Gap (excl LSA)</b>	5%	-160%

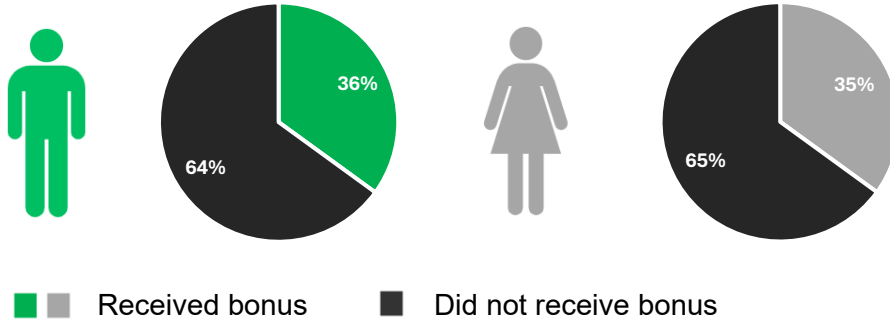
The mean pay at Ransomes Jacobsen Ltd for men is 2% higher than that of women, and the median pay is 3% higher for men compared to women. Our mean pay gap has reduced from 10% to 2% compared to 2024, and our median pay gap has increased slightly from 1%.

We have split our Gender Bonus Gap figures out, to show what our pay gap is when excluding Long Service Awards (LSA). We issue long service awards to reward employee loyalty at five-year intervals, in the form of a voucher. Including these awards has increased our Gender Bonus Gap figures. This is largely due to the demographics of our workforce, where a higher proportion of long-tenured employees are male, and are therefore more likely to receive long-



service awards and at higher values. Had these awards have been excluded, our bonus gap would have been 5% (mean) and -160% (median).

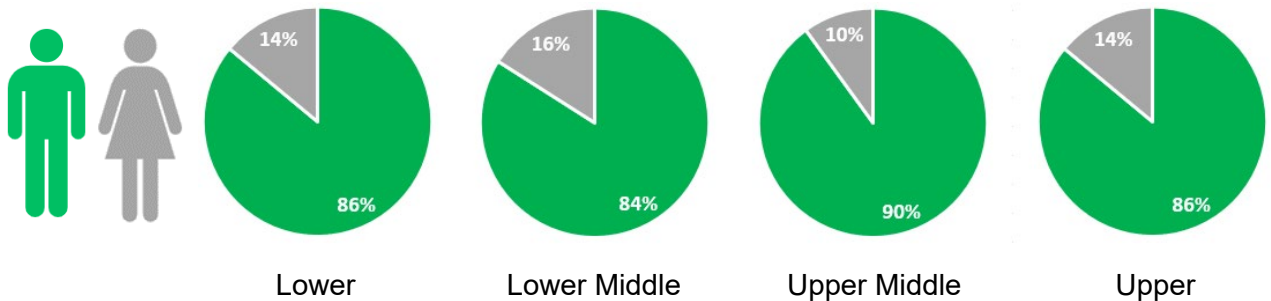
Proportion of employees who received a bonus:



The proportion of men and women receiving a bonus (including LSA) is broadly equal across genders, with 36% of men and 35% of women receiving a bonus.

Salary Quartiles

By dividing the workforce into 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:

- Facilitating a women’s forum;
- Partnering with local schools, colleges, and Universities to increase STEM awareness and provide career advice;



- Developing our entry-level programmes;
- 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.

Barry McTavish  
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