

About Ransomes Jacobsen Ltd

Ransomes Jacobsen Ltd employs more than 350 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 second submission, due to employee numbers being below this threshold in recent years.

Our Gender Pay Gap Report - 2022

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

| | Mean (Average) | Median (Middle) |
|-------------------------|----------------|-----------------|
| Gender Pay Gap | 5% | -11% |
| Gender Bonus Gap | 11% | 33% |

Note: A negative (-) figure indicates females on average had higher pay or bonus earnings.

The mean pay at Ransomes Jacobsen Ltd for men is 5% higher than that of women. The median pay at Ransomes Jacobsen Ltd for women is 11% higher than that of men, an increase from 7% in our 2017 Gender Pay Gap Report.

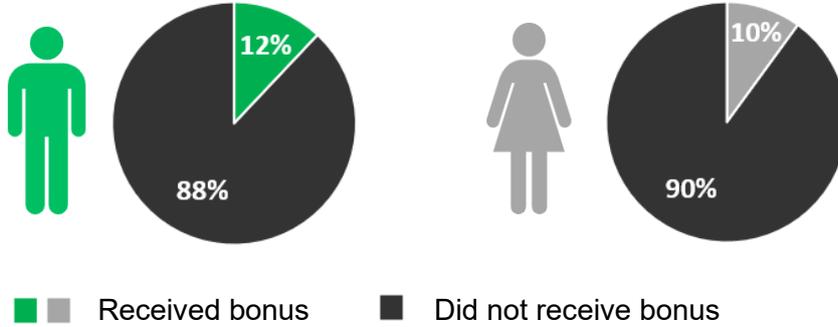
The mean bonus pay for men is 11% higher than that of women, and the median bonus pay for men is 33% higher than that of women.

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.

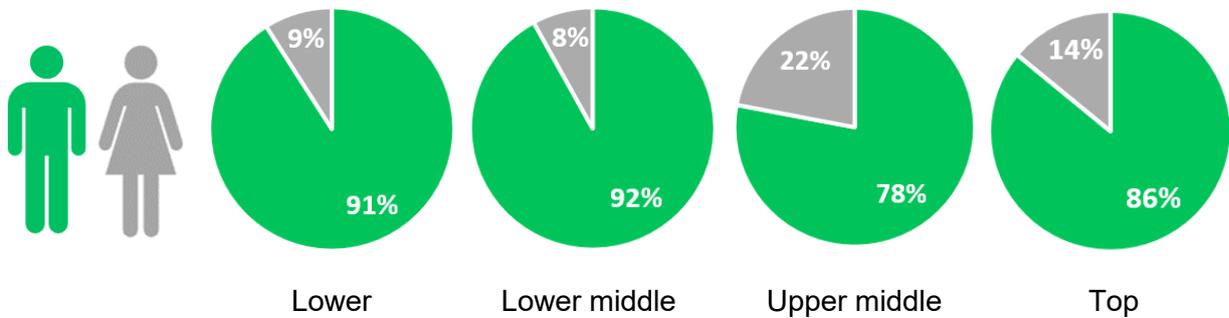
Proportion of employees who received a bonus:



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. In comparison to the Gender Pay Gap Report we published in 2017, the percentage of males receiving a bonus has declined, and the number of females receiving a bonus has increased.

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;





- The introduction of a Women's Forum employee resource group;
- Celebrating recognised days such as International Women's Day;
- Developing our Intern and Apprenticeship programmes;
- Providing educational assistance schemes.

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