

Gender Pay Gap Report 2019

Jacobs

Challenging today.
Reinventing tomorrow.

Our Gender Pay Gap in 2019

These are:

- Jacobs U.K. Limited
- Jacobs Field Services Limited
- Jacobs Consultancy Limited
- CH2M HILL United Kingdom
- Halcrow Group Limited

The data presented on this page represents a combination of all entities, but the data for each is appended.

Pay Gap

The Gender Pay Gap is a measure designed to show the difference between the gross hourly earnings for all men in an organisation and the gross hourly earnings for all women. In 2019, our mean pay gap was 23.4% compared to 25.5% in 2018 and 26% in 2017. The main driver of the gap continues to be a higher proportion of men compared to women in senior roles, though we've seen an increase in representation of women in the upper quartile for the third year in a row which has contributed to the reduction in our pay gap.

Gender distribution






Jacobs Women's Network

Our Jacobs Women's Network (JWN) – U.K. and Ireland region, is proud to have 30 Local Chapters

members, both male and female. Some initiatives we were involved in are included below. Looking ahead with the GPG in mind, we will engage our new




Diversity has been a key part of our talent acquisition strategy, with several improvements made to both our attraction methods and the selection process itself.

Our talent acquisition team members have all received training in inclusive recruitment techniques and have appointed an I&D Champion. This allows them to actively challenge the hiring community from initial conversations through the application and

have also strengthened relationships with our various employee networks to leverage the far reach of these to source and attract talent.

Where posts become available, requirements are being reviewed and widened and software used to identify and remove any strongly gendered language. The introduction of a standard template allows us to highlight our commitment to I&D with



As we continue to progress our company culture, we will have a focus on our value of living inclusion, advancing equality, employee well-being and ensuring employees feel a sense of workplace belonging. These key factors will ensure long term sustainable value.

■ **Accreditation** - we recently partnered with The Clear Company and are looking forward to using Clear Assured to map and review current activity while also identifying gaps and developing actions for 2020 and beyond.

■ **Data** - we will develop our approach to data collection and analysis to ensure we have a robust data set that allows us to develop evidence-based actions. We will share these actions with staff and communicate progress regularly. A data dashboard will be developed covering the entire employee lifecycle which will enable us to measure progress.

■ **Continued Policy Review Process** – we will implement a programme of policy review which will assess the impact of our policies on different groups. We will prioritise those policies likely to have the greatest impact on the gender pay gap.

■ **External engagement** - we will continue to work with external organisations including Women in Science and Engineering (WiSE), Women in Nuclear (WiN) and Employers Network for Equality and Inclusion (ENEI) to ensure we keep up-to-date with best practice, both in our industries and more widely, but also to share our own successes with others as well as our challenges.

We will continue our work with the Enthuse Partnerships and will join the national STEM Enthuse Alliance. This is a ground-breaking collaboration of government, charitable trusts, STEM employers,

showing their support for teachers of STEM subjects. Through this collaboration, we have an opportunity

the next generation of innovative thinkers

Donald Morrison

Statutory Disclosure



