

2024

Jacobs Gender and Ethnicity Pay Gap Report England, Wales and Scotland





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This document represents a full report of Jacobs 2024 Gender and Ethnicity Pay Gap for England, Wales and Scotland, and meets all statutory requirements.

Foreword

At Jacobs, we understand that inclusion is a verb, not a noun. It means being transparent and acting on our statements, commitments and initiatives to drive meaningful, measurable change both in our company, industry and in the communities that we serve. It means creating a workplace where our people are curious, embrace different perspectives and harness new ideas to bring the innovative, extraordinary solutions clients demand from us. It means creating a culture of belonging where everyone can thrive – a culture that we call TogetherBeyondSM.

We understand that bold, accountable leadership is a key driver for inclusion and have seen great success through our operationalisation of TogetherBeyond and amplification of inclusive behaviors at all levels of our company. I'm pleased to present our 2024 Gender Pay Gap Report, which shows that our mean gender pay gap currently stands at 16.4%, a reduction of 1.1% from last year's report and a cumulative reduction of 9.6% since we began reporting seven years ago. We're also voluntarily publishing our fifth Ethnicity Pay Gap Report, which shows that our mean ethnicity pay gap currently stands at 12.7%.

Tangible leadership commitment and accountability helps drive our culture at Jacobs. At fiscal year-end 2024, our global Board's independent directors were 50% diverse (gender and ethnicity) and our global Executive Leadership Team was 80% diverse (gender and ethnicity) based on self-reported data

We're inspired by bold actions such as our global [Sustainability-Linked Bonds](#), where the interest rate payable on the bonds is tied to Jacobs success towards the aspirational goal of gender equality and reducing gender inequalities. In this regard, our global female representation at vice president and above level at fiscal year-end 2024 was 34% and based on merit.

However, we also acknowledge that we still have work to do. The report details our journey and highlights the actions we are taking to increase female and ethnically diverse participation, reduce our pay gaps and ensure a more equitable workforce for everyone.



Joanne Caruso
Chief Legal & Administrative Officer

This document specifically discloses Jacobs UK gender pay gap as of 5 April 2024. I confirm that the information and data provided in this report is accurate and that information concerning the gender pay gap is in line with the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 ("Regulations").

Our Gender Pay Gap in 2024 – England, Wales and Scotland

Jacobs has three U.K. entities with more than 250 employees as of 5 April 2024. These are:

- Jacobs U.K. Limited,
- Jacobs Clean Energy Limited, and
- Jacobs Field Services Limited.

On page 23, we've published individual pay and bonus gap information for each of these entities. However, in the interest of transparency, we have chosen to broaden our analysis and the data set in the rest of this report relates to our cumulative directly employed workforce across England, Wales and Scotland. A separate report for Ireland can be found [here](#).

The gender pay gap is a measure to show the difference between the gross hourly, ordinary earnings for all male employees compared to the gross hourly, ordinary earnings for all female employees, without taking into account individual roles, responsibilities and seniority level¹.

The gender pay gap includes regular payment of salaries and allowances and is taken from Payroll data.

¹ The legal, binary declaration of gender made for payroll purposes was used in accordance with the Regulations. We know that tracking the outcomes and experiences of all employees is important. We are seeking to increase our data disclosure rates to allow us to learn more about our people, address gaps and identify and act on relevant trends.

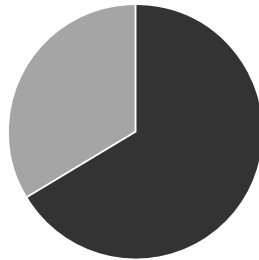


Gender distribution

2022

27.1% (2506)
FEMALE

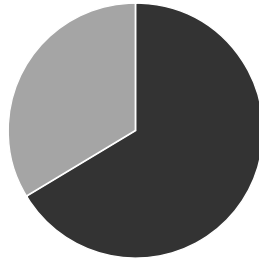
72.9% (6735)
MALE



2023

27.8% (2724)
FEMALE

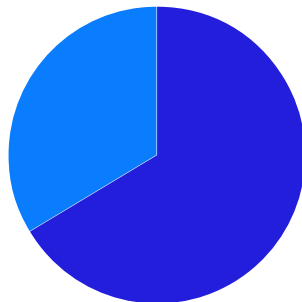
72.2% (7084)
MALE



2024

27.8% (2821)
FEMALE

72.2% (7310)
MALE

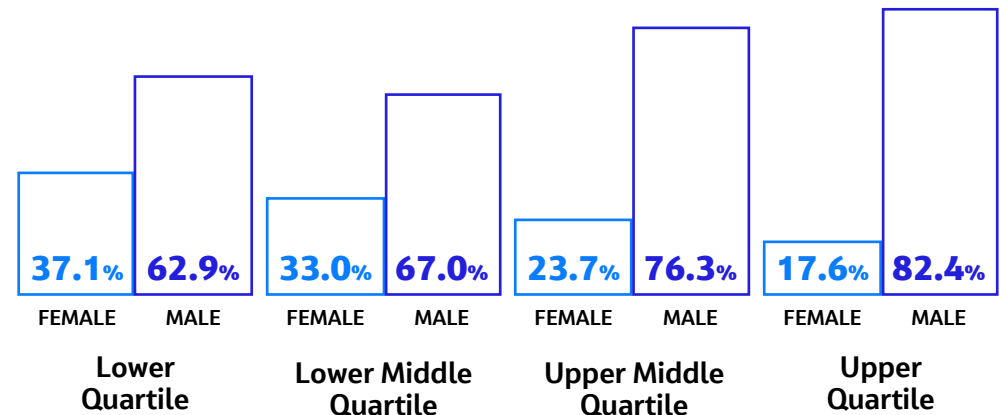


Part-time employees

	2022		2023		2024	
	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE
Part-time	21.6% (541)	5.3% (359)	21.5% (587)	5.6% (400)	21.2% (597)	5.7% (415)

We've chosen to voluntarily share part-time data, as we appreciate how important this data is to create a full picture of our commitment to inclusion. We're proud to have a culture which actively embraces and supports flexible working.

Proportion of males and females in each pay quartile



Proportion of males and females in each pay quartile 2017-2024

	2017		2018		2019		2020		2021		2022		2023		2024	
	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE
Lower Quartile	39.6%	60.4%	38.1%	61.9%	37.1%	62.9%	38.3%	61.7%	35.8%	64.2%	35.5%	64.5%	37.5%	62.5%	37.1%	62.9%
Lower Middle Quartile	32.1%	67.9%	29.9%	70.1%	31.3%	68.7%	30.9%	69.1%	32.8%	67.2%	33.4%	66.6%	32.9%	67.1%	33.0%	67.0%
Upper Middle Quartile	22.3%	77.7%	20.7%	79.3%	21.7%	78.3%	23.2%	76.8%	22.6%	77.4%	23.9%	76.1%	24.1%	75.9%	23.7%	76.3%
Upper Quartile	10.7%	89.3%	12.4%	87.6%	13.2%	86.8%	14.3%	85.7%	14.6%	85.4%	15.6%	84.4%	16.5%	83.5%	17.6%	82.4%

We continue to see a year-on-year increase in female representation in the upper quartile. In 2024, female representation in the upper quartile increased by 1.1% to 17.6%. This shows our intentional action to attract, progress and retain women is having a positive impact on female representation in senior roles.



Gender Pay Gap

	All Employees 2017	All Employees 2018	All Employees 2019	All Employees 2020	All Employees 2021	All Employees 2022	All Employees 2023	Part-time Employees* 2023	All Employees 2024	Part-time Employees* 2024
Mean	26.0%	25.5%	23.4%	21.3%	19.6%	18.1%	17.5%	18.6%	16.4%	16.0%
Median	23.7%	23.2%	22.7%	21.3%	21.8%	20.4%	20.1%	18.6%	20.0%	16.7%

* Voluntary disclosure – pay gap calculations based on entire population of part-time employees, both male and female.

In 2024, our **mean** and **median** pay gaps have reduced for the seventh consecutive year, reflecting the progress we are making in increasing female representation in senior roles. However, the pay gap continues to be larger than we would like and the biggest driver of this is the shape of our workforce. Although we have made progress, we still have fewer women than men in senior roles.

Continued progress depends on gender equality and reducing gender inequalities in senior roles. In 2023, we introduced an industry leading [Sustainability-Linked Bonds](#), where the interest rate payable on the bonds is tied to Jacobs’ success towards the aspirational goals of increasing gender equality and reducing gender inequalities. Our commitments and metrics give us confidence that we have the right actions in place to ensure continued progress. For example, at the end of fiscal year-end 2024, 35.6% of all England, Wales and Scotland promotions were female and based on merit.



Gender Pay Gap Definitions

Mean gender pay gap

The **mean gender pay gap** is the difference between the mean gross hourly remuneration (including ordinary pay and bonus pay) of relevant employees of the male gender and that of relevant employees of the female gender expressed as a percentage of the mean hourly remuneration of relevant employees of the male gender.

The higher the percentage, the higher the pay gap between men and women.

Median gender pay gap

The **median gender pay gap** is the difference between the median gross hourly remuneration (including ordinary pay and bonus pay) of relevant employees of the male gender and that of relevant employees of the female gender expressed as a percentage of the median hourly remuneration of relevant employees of the male gender.

The higher the percentage, the higher the pay gap between men and women.

Pay equity

Pay equity is the concept of compensating employees who have similar job functions with comparably equal pay, regardless of their gender, race, ethnicity or other status.

Mean bonus pay gap

The **mean bonus pay gap** is the difference between the mean bonus remuneration of relevant employees of the male gender and that of relevant employees of the female gender, expressed as a percentage of the mean bonus remuneration of relevant employees of the male gender.

The higher the percentage, the higher the bonus pay gap between men and women.

Median bonus pay gap

The **median bonus pay gap** is the difference between the median bonus remuneration of relevant employees of the male gender and that of relevant employees of the female gender, expressed as a percentage of the median bonus remuneration of relevant employees of the male gender.

The higher the percentage, the higher the bonus pay gap between men and women.

Pay quartiles

The proportion of men and women in four pay bands. The hourly pay for both men and women is arranged from the lowest to the highest – this is then divided into four quartiles (divided as evenly as possible). Then the proportion of men and women is calculated for each quartile.

Bonus Pay Gap – Gender

Proportion of employees who received bonus

	2017	2018	2019	2020	2021	2022	2023	2024
Male	20.1%	30.0%	22.7%	19.7%	20.5%	28.8%	23.4%	27.6%
Female	22.2%	30.0%	27.9%	23.8%	23.8%	35.0%	30.1%	33.1%

For the seventh consecutive year, the proportion of women receiving a bonus is higher than or equal to men.

Our bonus schemes are discretionary and include annual payments, as well as on-the-spot awards that all employees, including leaders, are empowered to request to acknowledge great work in real time throughout the year.

Bonus pay gap

	2017	2018	2019	2020	2021	2022	2023	2024
Bonus Mean	59.1%	64.1%	61.2%	44.2%	38.6%	45.3%	41.2%	29.8%
Bonus Median	42.7%	74.0%	35.7%	48.7%	10.3%	23.1%	25.0%	20.7%

In 2024, our mean and median bonus gaps reduced significantly.

Our Ethnicity Pay Gap in 2024 – England, Wales and Scotland

We’re voluntarily publishing our fifth Ethnicity Pay Gap Report, sharing data as of 5 April 2024. We’re reporting data for employees across all employing entities who have made a declaration to Jacobs on their ethnicity. For this report, ethnicity is categorised as black, Asian and minority ethnic (ethnically diverse), or white.

Publishing our ethnicity pay gap data is an important step in understanding the challenges we face as a business and helps amplify the action we need to take to improve inclusion and ethnic diversity within Jacobs. Our transparent reporting drives intentional action and measures the progress we’re making toward greater inclusion and ethnic diversity in our business.

The ethnicity pay gap is a measure to show the difference between the gross hourly, ordinary earnings for all ethnically diverse employees compared to the gross hourly, ordinary earnings of all white employees without accounting for individual roles, responsibilities and seniority level.

In the absence of prescribed statutory guidelines on how to report the ethnicity pay gap, we’re reporting the pay gap between employees who have declared their ethnicity to be white, versus all other ethnicity declarations. We’ve excluded any employees from the calculations who did not share their ethnicity.

Ethnicity distribution

	2020	2021	2022	2023	2024
Declared white	67.9%	64.5%	71.3%	66.2%	66.7%
Declared ethnically diverse	8.0%	7.4%	8.7%	9.3%	10.0%
Not Declared	24.1%	28.1%	20.0%	24.5%	23.3%

Proportion of ethnically diverse and white employees in each pay quartile 2020-2024

	2020	2021	2022	2023	2024	
White	Lower Quartile	89.6%	89.4%	88.4%	84.8%	82.9%
	Lower Middle Quartile	87.6%	88.6%	87.3%	86.2%	85.3%
	Upper Middle Quartile	87.9%	88.5%	89.0%	88.3%	88.2%
	Upper Quartile	92.6%	92.6%	91.9%	91.5%	91.3%
Ethnically Diverse	Lower Quartile	10.4%	10.6%	11.6%	15.2%	17.1%
	Lower Middle Quartile	12.4%	11.4%	12.7%	13.8%	14.7%
	Upper Middle Quartile	12.1%	11.5%	11.0%	11.7%	11.8%
	Upper Quartile	7.4%	7.4%	8.1%	8.5%	8.7%

Of our total English, Welsh and Scottish workforce (including employees who have not declared their ethnicity), 10.0% of employees identify as ethnically diverse. This represents a 0.7% increase on 2023. For quartile reporting and all pay gap analyses, data is based only on those who have declared their ethnicity. Within this group, the proportion of ethnically diverse employees compared to white employees has increased by 0.8% to 13.1%.

We continue to be committed to increasing ethnically diverse representation across our workforce, particularly in senior roles. In 2024, we reinforced this commitment and focus with the introduction of annual aspirational goals for ethnically diverse representation in the UK, backed up by actionable initiatives and measurable objectives to ensure we make sustained progress.

Ethnicity Pay Gap

	2020	2021	2022	2023	2024
Mean	10.3%	9.4%	9.7%	11.2%	12.7%
Median	5.3%	6.4%	7.1%	12.1%	14.2%

Our **mean pay gap** increased from 11.2% in 2023 to 12.7% in 2024 and our **median pay gap** increased from 12.1% in 2023 to 14.2% in 2024. Focused early careers activity has helped us to grow ethnically diverse representation by 1.9% in the lower quartile. Whilst this is helping us to grow our long-term ethnically diverse talent pipeline, in the short-term amplified progress at this level compared to other levels (in the upper quartile, ethnically diverse representation increased by 0.2%) is contributing to our ethnicity pay gap.

Continued progress depends on increasing ethnically diverse representation in senior roles. Our new annual aspirational goals for ethnically diverse representation in the UK include specific actions to help achieve this.

In quartiles 1-2 (lower and lower middle), our mean and median pay gaps are negligible, at between 0.1% and 1.1%. In quartile 3 (upper middle), ethnically diverse employees are paid more than white employees. In quartile 4 (upper) there is a larger gap because differences in salaries and bonus entitlements grade by grade are larger at this level.

Bonus Pay Gap – Ethnicity

Proportion of employees who received a bonus

	2020	2021	2022	2023	2024
White	22.1%	22.0%	31.7%	28.0%	31.0%
Ethnically Diverse	15.9%	13.9%	23.0%	22.4%	25.7%

The gap between the proportion of ethnically diverse employees receiving a bonus and white employees receiving a bonus reduced slightly in 2024.

Bonus pay gap

	2020	2021	2022	2023	2024
Bonus Mean	40.0%	73.1%	57.4%	47.6%	51.5%
Bonus Median	34.0%	25.0%	44.7%	0.0%	13.8%

Our **mean** and **median bonus gaps** increased in 2024.

In quartiles 1-3 (lower, lower middle and upper middle) the proportion of ethnically diverse employees increased and the bonus gap was negative (ethnically diverse employees received larger bonuses). In quartile 4, the gap is larger because differences in salaries and bonus entitlements grade by grade are larger at this level. In 2024, the size of bonus awards was not materially different in quartiles 1-3 (lower, lower middle and upper middle) compared to 2023. The increase was more significant in quartile 4 (upper). This combination of factors resulted in our bonus gaps increasing in 2024.

Ethnicity Pay Gap Definitions

Mean ethnicity pay gap

The **mean pay gap** is the difference between the mean average hourly earnings of employees who have declared their ethnicity as white compared to the hourly average earnings of employees who have declared their ethnicity as black, Asian and minority ethnic and is expressed as a percentage.

The higher the percentage, the higher the pay gap between white and black, Asian and minority ethnic employees.

Employees who have not shared their ethnicity, or have indicated they would prefer not to say, are not included in these calculations.

Mean bonus pay gap

The **mean bonus pay gap** is the difference between the mean average bonus payment received by white employees compared to the average bonus payment of black, Asian and minority ethnic employees and is expressed as a percentage.

The higher the percentage, the higher the bonus pay gap between white and black, Asian and minority ethnic employees.

Pay equity

Pay equity is the concept of compensating employees who have similar job functions with comparably equal pay, regardless of their gender, race, ethnicity or other status.

Median ethnicity pay and bonus gaps

The **median ethnicity pay and bonus gaps** are calculated by arranging all the pay amounts of black, Asian and minority ethnic and white employees in numerical order and selecting the middle amount. The difference is expressed as a percentage.

The higher the percentage, the higher the pay gap between black, Asian and minority ethnic and white employees.

Pay quartiles

The proportion of white and black, Asian and minority ethnic employees is in four pay bands. The hourly pay for both white and black, Asian and minority ethnic employees is arranged from the lowest to the highest – this is then divided into four quartiles (divided as evenly as possible). Then the proportion of white and black, Asian and minority ethnic is calculated for each quartile.



U.K. Pay Equity Review

As well as meeting our statutory obligations in relation to gender pay gap reporting and voluntarily reporting our ethnicity pay gap, we're committed to ensuring our employees are compensated fairly and equitably based on the roles they perform relative to Jacobs' global career structure and salary scales.

In the UK, we undertake a minimum of two pay equity and promotion reviews annually to ensure that our employees are paid and promoted fairly and equitably. These reviews show that women and ethnically diverse employees are paid equitably on a like-for-like job grade basis, considering qualifications and expertise. In addition, we review our pay ranges and global career structure framework periodically and take appropriate action based on the reviews.

Whilst this provides reassurance that we are paying employees equitably on a like-for-like job grade basis, there is more to be done at a UK level to support the advancement of female and ethnically diverse talent into higher paid senior roles. This is key to closing our overall pay gaps and our TogetherBeyond approach, aspirational goals and plans will help ensure we achieve our goals over time.



Key Actions

TogetherBeyond is our approach to living inclusion every day and enabling diversity and equity globally.

Our TogetherBeyond approach is shaped around four pillars:

- Leadership Commitment & Accountability
- Culture Building & Belonging
- Developing Our Talent
- Growing Our Business

We track representation monthly, as well as progress against our **gender and ethnicity aspirational goals**. These actions continue to hold us to account for achieving sustainable change.



Key Actions

Leadership Commitment and Accountability

- We continue to work to achieve our global **gender balance aspirational goal of 40:40:20** (40% female, 40% male and 20% any gender including non-binary), expanded in 2023 by the introduction of a new industry leading [Sustainability-Linked Bonds Framework](#), where the interest rate payable on the bonds are tied to Jacobs' success towards the aspirational goals of gender equality and reducing gender inequalities. In this regard, our global female representation at vice president and above level at fiscal year-end 2024 is 34% and based on merit. In 2024, we introduced ethnicity aspirational goals for the UK, reinforcing our dedication to inclusivity.
- Our commitments are driven from the top. We hold leaders accountable to making sure broad-based diversity is reflected in their actions, their teams and the way they operate.
- We continued with our **Leadership Philosophy** and **Leadership Shadow** to build the leadership behaviours we need to deliver our business strategy and embed our four company values, including "We live inclusion".
- All of our **leadership and management training programmes** include a strong inclusion and diversity focus.
- Inclusion and diversity continues to form a key part of our **business and organisational reviews** and inclusive behaviours and outcomes are a formal component of all our leaders' performance and compensation reviews.
- We continue to conduct regular **pay equity reviews** to ensure that our employees are paid fairly and equitably.

- We continue to conduct regular **culture surveys** and use the outputs to develop action plans in response. We also openly share the results with all employees via a dashboard and provide regular updates on our progress.
- We undertake annual **data disclosure campaigns** allowing employees to confidentially and voluntarily share their demographic data. This allows us to learn more about our people, address gaps and identify and act on relevant trends.

Culture Building & Belonging

- In 2023, we launched **Living Our Values**, a mandatory series of annual employee compliance trainings, organized around Jacobs' core values: We do things right; We aim higher; We live inclusion; We challenge the accepted. In 2024, we introduced additional content focusing on **belonging**.
- All **new employees** are required to complete training on conscious inclusion, advocacy and allyship and inclusion and belonging.
- Discussions around inclusion and belonging and the value of broadly diverse teams run as a common thread throughout all our communications. In 2024, we continued our **courageous conversations** initiative to empower and educate employees and line managers to challenge racial inequity and injustice and take appropriate action.
- Our [MARC Dialogue Teams \(Men Advocating Real Change\)](#) is an advocacy programme designed to inspire and equip our employees to become active advocates for change.

Key Actions

- [Bridge the Gap](#), our parental transition programme provides resources to help employees navigate different pathways to and through parenthood, with structured workshops for employees and their line managers, toolkits, buddies and office champions.
- We continue to offer enhanced family-friendly and gender supportive benefits, including a partnership with Carrot (introduced in 2023) to bring employees **free inclusive fertility healthcare, family-forming benefits and menopause/low testosterone benefits and support**.
- We also offer programmes in partnership with **RethinkCare**, a leading global behavioural and mental health platform supporting neurodiversity in the workplace and at home, which provides **support and resources for caregivers of children of all ages** and tools to support neurodiversity.
- We continue to support our eight grassroots [Jacobs Employee Networks](#), which have over 16,000 unique members globally.

Developing our Talent

- We have a focused inclusion and diversity **talent acquisition plan** and **dedicated inclusion and diversity talent acquisition resource** to optimise our approach to inclusive hiring and increase the proportion of diverse hires.
- We offer a **STEAM (Science, Technology, Engineering, Arts and Mathematics) Returners programme** for experienced professionals to return to work after a career break.
- We continue to offer our people access to **agile careers and career partners** to support talent mobility and progression, with an intentional

focus on inclusion and diversity. Our **Jacobs Go!** programme provides six-month international placements that encourage career growth and greater understanding of our global footprint.

- We ensure inclusion and diversity is a core focus in **succession planning** for all director-level roles and above to foster the opportunity for more diverse and inclusive representation in senior level positions.
- In addition to amplifying diverse representation across our talent programmes, in 2023 we launched two bespoke programmes: **Black LeadHERship** and **WISE (Women Inspiring and Supporting Each Other)** to provide support, mentorship and development opportunities to prepare participants for success in their current and future leadership roles. These programmes continued in 2024 with our second cohorts. Our Jacobs Women's Network also offers two mid-career programmes, **Ladder Up and Lift While you Climb**.
- We continue to promote our **mentor matching strategy**, enhanced and relaunched in 2023, which enables automatic mentor matching technology to accelerate career development, learning and networking opportunities for employees.
- We continue to actively promote **mid-year career conversations** and tools, enabling everyone to have a meaningful career conversation, plan and support.

Key Actions

Growing our Business

Although less relevant to our internal gender pay gap, we're also committed to helping drive gender equality, diversity and inclusion more broadly through the following actions:

- We have a **STEAM ambassadors programme** and have made a global commitment to deliver 50,000 STEAM volunteering hours to inspire future generations to take up STEAM careers, particularly women and ethnically diverse and disadvantaged young people.
- We have a **supplier diversity programme**.
- We offer **project level inclusion plans** to help our sales and project teams build inclusion and diversity into client programmes to create social value for our clients and society.
- Through **CollectivelySM**, our global giving and volunteering program, employees are empowered to support charities and initiatives to drive equality, diversity and inclusion, such as breast cancer awareness month and the International Day for the Elimination of Violence Against Women.

Key Actions

External recognition

We're proud to be recognised externally for our leading approach to inclusion and diversity, being consistently ranked in the top quartile for inclusion and diversity by organisations such as Forbes, HRC, Stonewall and others.

U.K. recognition

- Named in The Times Top 50 Employers for Gender Equality 2024 for the fifth consecutive year.
- Accredited Career Confident Active status.
- Finalist in the large business category of the Black Talent Awards 2024.
- Clear Assured Gold Standard for Workplace Diversity and Inclusion.
- Named in the Top 75 Social Mobility Foundation Employer Index 2024.

// Jacobs Women's Network offers a platform for female employees to connect, learn, and grow. Working closely with our HR and Talent Acquisition Business Partners, our mission is to provide opportunities for women to develop leadership skills, build networks, and overcome barriers. We do this by providing visibility, clarity and the tools and support available for career development and advancement. We actively collaborate with other Employee Networks to amplify our impact, championing initiatives that promote inclusivity and diversity across the organisation. By working together, we aim to create a workplace that values every individual's unique talent and perspective, ultimately benefiting our employees, our company, and the communities we serve."



Sarah Richards, Katarzyna Hogendorf and Dominika Melich-Bok

Europe Leads, Jacobs Women's Network

Key Actions

Global recognition

- Members of Catalyst CEO Champions For Change and Women on Boards.

“ Harambee has experienced unprecedented levels of growth and success in the last two years, bringing together a diverse global family of black employees and allies to promote equality and drive lasting cultural change – not only within Jacobs, but with the clients and communities that we serve.

Our “Courageous Conversations” initiative has been a real differentiator, providing a safe space for open dialogue and enabling Jacobs employees to gain a deeper understanding of the lived experiences and perspectives of black employees and communities. This has played a significant role in cultivating a more inclusive environment and driving positive change within Jacobs.

Broader initiatives such as the Ethnicity Leadership Group and aspirational ethnicity goals are further evidence of Jacobs’ commitment to increasing diverse representation.

As such, Harambee has felt supported by the business, and through the Global Action Plan for Advancing Justice and Equality, we’re seeing tangible progress in the professional development and career advancement of black employees.

With continued commitment from Jacobs and the Harambee Leadership team, we believe that our purpose to impact, empower and influence black talent to contribute to growth at all levels at Jacobs and our communities is achievable.”



Fola Olaleye and Kayode Akinrinlola

European Leads, Harambee Black Employee Network

Our Pay Gap Report Summary

We're satisfied that we are paying female and ethnically diverse employees equitably on a like-for-like global career structure basis. Increasing senior representation is our key driver for addressing our gender and ethnicity pay and bonus gaps. Our TogetherBeyond plan and aspirational goals are aiding us in delivering measurable progress in increasing female and ethnically diverse representation in senior roles, but we know we have more work to do and are committed to ramping up our efforts to accelerate progress.

Whilst this report focuses on gender and ethnicity, our TogetherBeyond approach goes further, creating a workplace where all differences are embraced, celebrated and harnessed to deliver the innovative, extraordinary solutions our clients expect from us.



Reporting Tables 5 April 2024 for England, Wales and Scotland

Statutory disclosure required for gender pay gap reporting purposes

	JACOBS U.K. LIMITED		JACOBS CLEAN ENERGY LIMITED		JACOBS FIELD SERVICES LIMITED	
	Mean	Median	Mean	Median	Mean	Median
Difference in hourly rate of pay	15.7%	18.9%	18.8%	21.9%	14.5%	11.6%
Difference in bonus pay	29.4%	20.3%	37.5%	50.0%	-75.3%	-73.7%
Proportion of male employees who received a bonus	25.0%		16.4%		19.4%	
Proportion of female employees who received a bonus	31.4%		18.1%		21.3%	
Proportion of males & females in each quartile pay band	Males	Females	Males	Females	Males	Females
Lower Quartile	56.8%	43.2%	65.0%	35.0%	80.2%	19.8%
Lower Middle Quartile	62.5%	37.5%	71.6%	28.4%	82.2%	17.8%
Upper Middle Quartile	70.4%	29.6%	81.4%	18.6%	85.8%	14.2%
Upper Quartile	78.4%	21.6%	86.5%	13.5%	89.9%	10.1%

Declaration: Jacobs confirms that the information and data provided in this report is accurate and in line with mandatory requirements.

Methodology

- **Disclosure rate:** This data is based on a disclosure rate of 100% for gender and 76.7% for ethnicity.
- **In scope population:** All UK colleagues directly employed on the snapshot date (5 April 2024) are included within the gender and ethnicity pay calculations. Self-employed contractors and agency workers supplied to Jacobs but employed by the agency are excluded from calculations, in line with the definition of a “relevant employee” under the Regulations. For the breakdown of separate employing entities, we only report on those with 250+ employees on 5 April 2024.
- **Calculation of pay and bonus:** Gender pay gap calculations are based on “ordinary pay,” which is gross pay before deductions at source (e.g., income tax, and includes normal salary, allowances, shift premiums and pay for leave). Ordinary pay does not include overtime, pay in lieu of leave, redundancy pay, payments on termination of employment or remuneration provided otherwise than in money. Bonus pay gap calculations are based on remuneration relating to profit sharing, productivity, incentive or commission in the form of money, vouchers, securities, security options, or interests in securities. Bonus pay does not include ordinary pay, overtime, redundancy pay or payments on termination of employment.
- **Employees on leave or income protection:** In line with the Regulations, employees receiving less than full pay (including nil pay) in the relevant pay period covered by the snapshot date were excluded from gender pay gap calculations. Employees receiving full pay (e.g., fully paid sickness absence or family-related leave where a top up to full pay was received) were included in gender pay gap calculations. All employees (i.e., those receiving partial pay or full pay in the relevant pay period) were included in bonus pay gap calculations.
- **Data sources:** Data taken from our payroll system was used for pay and bonus gap reporting purposes.
- **Gender:** The legal, binary declaration of gender made for payroll purposes was used in accordance with the Regulations.
- **Ethnicity:** Ethnicity data is based on self-disclosure and does not include colleagues who chose not to disclose their ethnicity. This means our analysis is based on a smaller number of employees for ethnicity compared to gender.

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