



Gender Pay Gap Reporting

Just 1 Source & Supply Ltd believes in equal opportunities amongst all of our employees. Following new government guidelines, Gender Pay Gap Reporting must now be filed in accordance with legislation from 2022. This reporting is required in order to address the issues of low employment and participation rates of women globally.

Scope:

This policy applies to all employees.

Gender Pay Gap Reporting Policy:

- As of January 2024, The Company will be expected to record the hourly wage of all male workers and female workers regardless of experience, qualification or any other factor.
- This will be repeated again on the same date in January 2025.
- The Company will be recording the mean hourly wage gap reflecting the entire pay within The Company.
- As well as recording the median hourly wage gap excluding the impact of unusually high earning employees within The Company.
- The Company must also include any data regarding bonus pay in the report.
- The mean and median pay gaps for both part-time employees and employee's that are on temporary contracts must also be reported by The Company.
- The Company must record the proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands.
- And finally, The Company must publish a statement in our opinion as to why there maybe pay gaps in The Company and what we plan to do in order to reduce these gaps.

Signed:

Date: **01/01/2026**

Graham Murray

Managing Director - Just 1 Source & Supply Ltd