



## EQUALITY STATEMENT

The JCB Group recognises the importance of all individuals within our organisation and the vital role that every single person brings to the success of our business.

We believe our success is based on our People. We believe and actively promote equal opportunities for all within our organisation. We believe strongly in employing the right people in the right roles, regardless of who they are. This extends to the following characteristics:

- Age
- Being or becoming a transsexual
- Being married or in a civil partnership
- Being pregnant or on maternity leave
- Disability
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

The JCB Group have always been committed to ensuring equality amongst all people and ensure they are treated with dignity and respect whilst at work.

## GENDER PAY REPORTING

In addition to this, we also complete internal reviews on remuneration to ensure there are no Gender Pay Gaps. We have completed this exercise and are proud to advise that we do not have a gap in our Gender Pay reporting and view it as our duty to ensure all men and women are paid the same for the roles they undertake. We have committed to complete this review on Pay on an annual basis to ensure we are always fully compliant.

A handwritten signature in black ink, appearing to read "Jonathan C. Bischoff".

Jonathan C. Bischoff  
**Group Managing Director**  
**April 2017**