



C E L E B R A T I N G

60 | YEARS

**Kilsaran**

GENDER PAY GAP REPORT 2024

## Kilsaran Gender Pay Gap Report 2024

### Gender Pay Gap Report - Kilsaran Concrete

At Kilsaran, our workforce will always be our primary asset, and we firmly believe that fostering an inclusive and diverse team lies at the heart of a thriving business. Our ambition is to be the employer of choice, recognising that the attraction, retention, and development of a skilled team, irrespective of gender, is pivotal to the sustained success and longevity of the company. Kilsaran embraces Gender Pay Gap Reporting as it encourages us to shed a critical light on our industry and mark a significant stride toward positive change in the future.

This Gender Pay Gap Report is based in data collected as of June 30, 2024.

The legislation mandates that companies with 150 or more employees, publish annual statutory calculations illustrating the disparity in average earnings between men and women within our organisation.

At the time of the data collection, Kilsaran had 692 people employed who met the criteria for inclusion in our Gender Pay Gap Report.

It is important to note that the gender pay gap differs from equal pay for equal work. While the former indicates the average pay difference between genders, the latter demands that individuals performing comparable jobs receive the same remuneration, a legal requirement we staunchly adhere to. We consistently review salaries to ensure uniformity across roles, underscoring our commitment to fair and equitable employment practices.

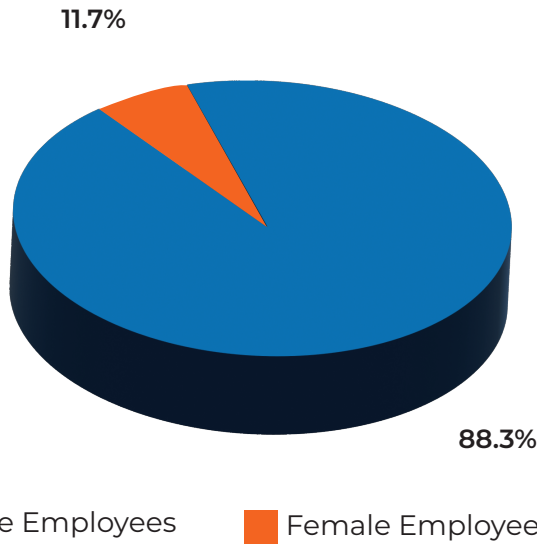
Much like many other construction firms, Kilsaran contends with a major barrier to reducing our gender pay gap — the ongoing challenge of attracting and retaining female talent in the construction and STEM industries. The underrepresentation of women in our workforce results in fewer women ascending to higher-level positions than desired. Addressing this lack of representation at all levels remains the primary focus as we navigate the findings of our gender pay gap report.

### Median & Mean Pay Gap Terminology

**Median** - The median pay gap is the difference in pay between the middle-ranking woman and the middle-ranking man. If you place all the men and women working at a company into two lines in order of salary, the median pay gap will be the difference in salary between the woman in the middle of her line and the man in the middle of his line.

**Mean** - The mean pay gap is the difference between a company's total wage spend-per-woman and its total wage spend-per-man. The number is calculated by taking the total wage bill for each and dividing it by the number of men and women employed by the organisation.

## Gender Balance



**Figure 1 - Gender Balance of 692 Total Employees**

## Kilsaran Concrete - Gender Pay Gap Report

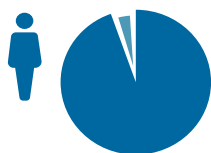
Catagory Percentage	Percentage
The Mean Gender Pay Gap	3.03%
The Median Gender Pay Gap	6.95%
The Mean Bonus Gender Pay Gap	27.45%
The Median Bonus Gender Pay Gap	11.74%
Part Time Hourly Remuneration - Mean	(16.38%)
Part Time Hourly Remuneration - Median	(13.40%)
Temporary Hourly Remuneration - Mean	17.89%
Temporary Hourly Remuneration - Median	26.91%

\*The figures set out above have been calculated using the standard methodologies used in the Employment Equalities Act 1998 (Section 20A)(Gender Pay Gap Information Regulations 2022)

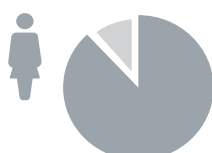
# 2024 GENDER PAY GAP REPORT



## BONUS PAID PROPORTIONS



74.96%

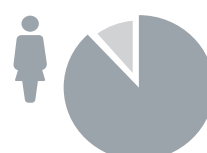


67.90%

## BIK PAID PROPORTIONS



20.13%



18.52%

Percentages of male/female employees receiving bonus and/or paying B.I.K shown above

## LOWER Q1



75.72%



24.28%

## LOWER MIDDLE Q2



97.69%



2.31%

## UPPER MIDDLE Q3

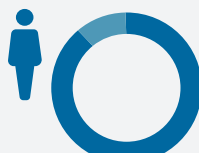


93.64%



6.36%

## UPPER Q4



86.13%



13.87%

Pay distribution is shown in the above quartiles. The quartiles are calculated by dividing the entire Kilsaran workforce into four equal bands based on hourly pay from the highest (upper) to the lowest (lower). The above graph shows the percentage of male and female employees who sit in each band. Kilsaran has a female workforce of 11.7% and the top two quartiles have an average of 10.12% female employment- this reflects the commitment Kilsaran have when attracting, retaining & developing female employees in all sectors of our company.

## Our Action Plan

Kilsaran has considered itself successful in attracting female applicants for roles in its support functions. However, the proportion of women applying for apprenticeships, and operational & senior management roles is relatively small. Kilsaran had their first ever Female Apprentice embark on her training for a Higher Certificate in Science Laboratory Technician Apprenticeship (QQI Level 6) in 2023.

In April 2024, a second Female Apprentice began their Electrical Apprenticeship within our Paving Division effectively doubling the number of female apprentices employed by Kilsaran Concrete.

This trend is set to continue for 2025 as we continue to promote Kilsaran as an employer of choice for apprenticeships at recruitment events such as the World Skills Expo and the Apprenticeship Expo run by County Meath Chamber.

Our percentage of female employees has increased from 10.76% in 2023 to 11.7% in 2024.

Kilsaran Concrete continuously promotes gender diversity in all areas of its workforce and plans to expand its efforts with the following initiatives:

### 1. Establish a Supportive Environment & Encourage Open Engagement:

- Consistently promote the activities and initiatives of our Diversity, Equity & Inclusion Committee within the organisation.
- Expand the support networks and mentorship programs focused on female employees in the construction sector.
- Carry on fostering an environment of open communication, encouraging feedback and suggestions from all female staff members.

### 2. Educational Initiatives:

- Fortify relationships with educational institutions to expand our outreach programs specifically focused on engaging female students interested in construction-related fields. Leverage these relationships and develop further relationships with additional educational institutions.
- Continue to offer internship and apprenticeship opportunities to encourage young women to explore careers in construction.
- Provide ongoing professional development opportunities to enhance the skills and knowledge of female employees.

### 3. Recruitment Strategies:

- Our marketing strategies, across the board have been updated to include more female representation, most notably the addition of testimonial videos on the Careers section of our website.
- Review recruitment practices to reduce biases and promote gender-neutral hiring processes.
- We have further increased our female staff representation at recruitment events and career expos to make our stands more approachable for females considering a career in STEM and construction or an apprenticeship.

## 4. Family-Friendly Policies:

- Implement family-friendly policies such as flexible working hours, parental leave, and hybrid working where possible to accommodate the diverse needs of all employees.
- Promote further awareness of various family leave options available to all employees

## 5. Continuous Evaluation and Improvement:

- Regularly review the effectiveness of the action plan and make necessary adjustments based on feedback and outcomes.
- Stay informed about best practices and emerging trends in promoting gender diversity in the construction industry.
- Hold management accountable for aiming to achieve diversity and inclusion goals.
- Implement a regular review of all site facilities from a female-inclusive perspective.
- 2024 saw the introduction of female-specific Personal Protective Equipment. In 2025 we will resume the promotion and issuing of this to ensure all female staff have access to PPE that is more comfortable and practical to wear in their daily work life.

At Kilsaran, we are dedicated to supporting and advancing our existing female workforce while also addressing the challenges of attracting more women to this industry. Our objective is to cultivate a more inclusive and inviting atmosphere for women working in construction through the roll-out of this all-encompassing action plan. Ultimately, we aspire to build a diverse workforce that reflects the abundance of talent within our community which, in turn, leads to a positive impact on our Gender Pay Gap figures.



Piercetown,  
Dunboyne,  
Co. Meath,  
Republic of Ireland  
A86 W820

[www.kilsaran.ie](http://www.kilsaran.ie) / +353 (0)1 802 6300