

walls

Gender Pay Gap Report 2022



Walls Construction is committed to respecting **diversity and inclusion** for the benefit of our employees. We understand that managing diversity is about creating an environment of mutual respect to make employees feel more included and valued and where they can fulfil their potential, working in a company that respects **equality, fairness, and diversity**.

This **Gender Pay Gap** report represents an important annual statement of our progress to address the challenges of equality and gender pay within Walls. Like most companies in our industry, women are underrepresented in senior level positions in our company, with its corresponding effect on gender pay. Together with our industry peers and other stakeholders, we are working to encourage more women into construction as a career choice. However, serious challenges remain, and efforts to create a more gender balanced talent pipeline must be relentless.

How is the gender pay gap different to equal pay and why does it exist?

While the company provides equal pay to men and women performing the same role, the gender pay gap measures the difference in the average hourly earnings between our male and female employees across the whole organisation. As senior roles pay more than junior positions, the smaller the numbers of women in senior roles, the greater the average gender pay gap.

We will endeavour to close the gender pay gap by:

- Attracting females into construction through external and internal communications that challenge the traditional view of construction providing careers for males.
- Identifying female role models inside and outside our business and working with and being reviewed by organisations such as the Irish Centre for Diversity.
- Developing in-house career development, mentoring and behavioural based training programmes with significant female participation rates.
- Raising awareness on topics covering diversity, equality, inclusion, male and female health and wellbeing through meaningful and measurable discussions and actions.
- Rolling out flexible working and family friendly options for men and women that take account of life changes over the course of one's career.

However, the most important action is to attract more women into the sector, and Walls is and will continue to be an active participant on an industry wide basis, with broad ranging programmes and initiatives aimed at females, from national school going children upwards, to encourage them to build their careers in construction.

Our Gender Pay Gap Data

The Gender Pay Gap in Hourly Pay shows mean and median hourly full-pay earnings of males and females in Walls. The figures show female earnings expressed as a percentage, lower than males.

Mean 37.0% **Median 30.6%**

Gender Pay Gap in bonus remuneration

Proportion of males and females receiving a bonus payment

Male 82.7% **Female 90.7%**

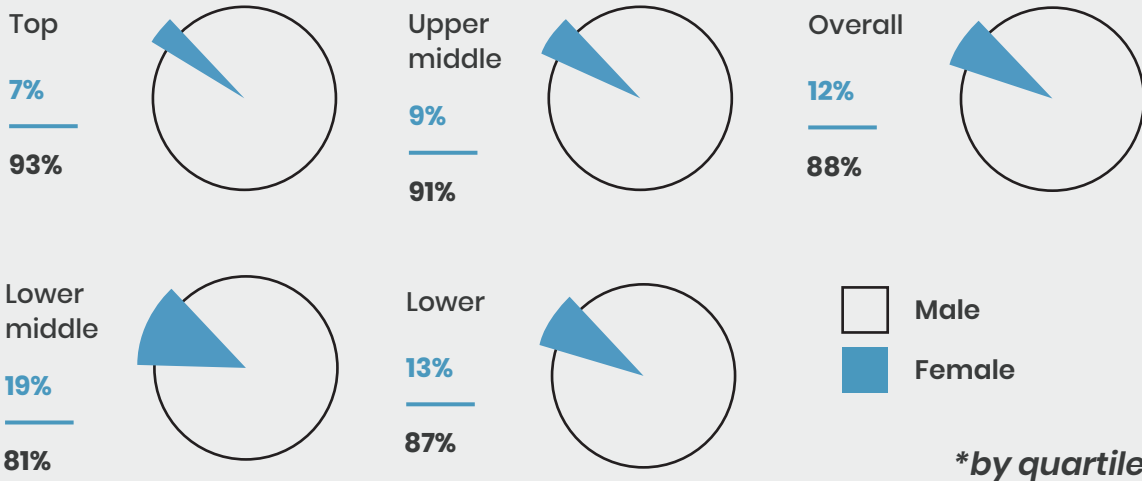
Gender Pay Gap in actual bonus pay (a comparison of bonus payments paid to both males and females, showing female earnings expressed as a % lower than males)

Mean 89.2% **Median 0%**

Proportion of males and females receiving benefits-in-kind

Male 19.8% **Female 2.3%**

The gender distribution of Walls employees, shown in four equal pay bands*



Declaration:

We confirm that our data has been calculated in accordance with the requirements of the Gender Pay Gap Information Act 2021.

Hugh O'Brien
Chief Financial Officer

Debbie Treacy
Head of Human Resources