

# Gender Pay Gap Report 2023

**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 and fairness. A key aspect of employee equality and fairness is pay and rewards.

The Gender Pay Information Act 2021 requires organisations to report on their hourly pay gap across certain metrics.

Our Gender Pay Gap report is a summary of the companywide pay and benefits statistics, what is driving the pay gaps, and what measures need to be taken or have been taken to improve the situation and what further actions are planned.

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

While Walls provides equal pay to employees performing the same role, the gender pay gap measures the difference in the average hourly earnings between men and women throughout the organisation. As senior roles pay more than junior positions, the smaller the number of women in senior roles, the greater the gender pay gap.

## Report findings

The data shows a sizeable Gender Pay Gap, with the difference in hourly pay levels principally resulting from the significant underrepresentation of women amongst senior level positions in the company.

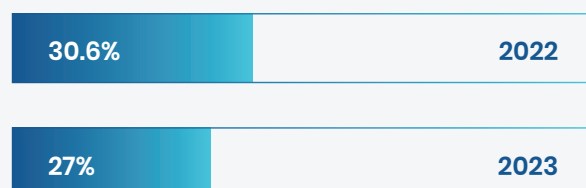
The following is a review of the 2023 data:

- The percentage of women in the company's upper quartile pay band remains very low, reflecting the absence of women in the most senior positions in our company.
- The **pay gap in average bonus pay** has narrowed, from **89% in 2022** to **81% in 2023**, a positive trend although the gap remains very large.
- The **pay gap in hourly pay** also reduced, with the median value gap dropping from **30.6% in 2022** to **27% this year**, a fall of 3.6 points or 12%.
- The data shows a slight improvement in the **gender distribution of Walls employees** in the past 12 months (albeit from a very low base), with the female population in the lower middle quartile falling from **18% to 15.5%**, while women in the upper middle quartile increased from **4.5% in 2022** to **6.2% in 2023**.

### Pay Gap in Average Bonus Pay



### Pay Gap in Hourly Pay



# What is being done to close the Gender Pay Gap?

Our industry recognises that more women must be encouraged to see construction as a career choice, to establish a more gender balanced talent pipeline which over time will result in improved career progression and higher pay and rewards. This challenge cannot be underestimated, and the effort required must be both innovative and persistent.

The following progress has been made this year:

- We are attracting more female employees into the company - in 2023 to date, we have recruited 30 women, which represents 20% of our total employee intake.
- Currently, **61 or 13.6%** of our 447 employees are women. This compares to the 2022 Irish construction industry average of 9% (source: CSO Labour Force Survey – Feb. 2023).
- The percentage of females amongst our **graduate recruitment intake** trebled between 2022 and 2023; **45% of new hires in 2023**, compared to **15% in 2022**.
- In 2023, **international employees** accounted for **19.4%** of new recruits (up from **8.6% in 2022**).
- Walls was recently awarded the **Silver EDI** (Equality, Diversity, and Inclusion) accreditation mark by the Irish Centre for Diversity.
- We raise awareness on diversity, equality, employee health and wellbeing through meaningful and measurable initiatives such as in-house training and lunchtime talks. Topics included unconscious bias and menopause health, using external experts where appropriate.
- The company Directors and the Walls leadership team attended diversity and inclusion training covering topics such as unconscious bias, cultural competence, fostering inclusivity, and equitable leadership.
- We promote flexible working and family friendly options for our employees that take account of life changes over the course on one's career.

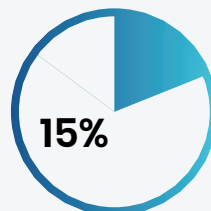


**13.6%**

Staff  
Numbers  
2023

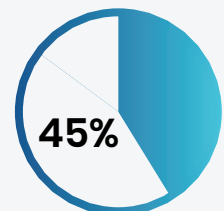


**86.4%**



2022

% of Female  
Graduates  
up 30%



2023

## What further actions are planned in 2024 and beyond?

The following actions are planned to address the causes of the Gender Pay Gap and to bring about change in the future:

- Update job descriptions to ensure gender neutral vacancy advertising, and form interview panels that are gender balanced whenever possible.
- Set as a strategic objective our intention to build a diverse leadership team that reflects the talent, expertise, and perspectives of the entire workforce. To that end, we have set a **five-year (2028) goal** to have a **20% female representation** in senior executive roles.
- Our revamped **Graduate Development Programme** has an inclusive onboarding process that fosters a sense of belonging and includes a mentoring element that ensures early career employees feel valued and have access to the resources needed for their professional development.
- An EDI committee has been established to meet monthly in 2024 and ensure the company active participates in Women in Construction and other initiatives.
- Continued support for the promotion of STEM (Science, Technology, Engineering and Mathematics) to female students at second level, through attendance at certain events (such as those organised by Engineers Ireland) and sponsorship.
- We are working towards achieving its **EDI Gold accreditation** with the Irish Centre for Diversity by the end of 2025.