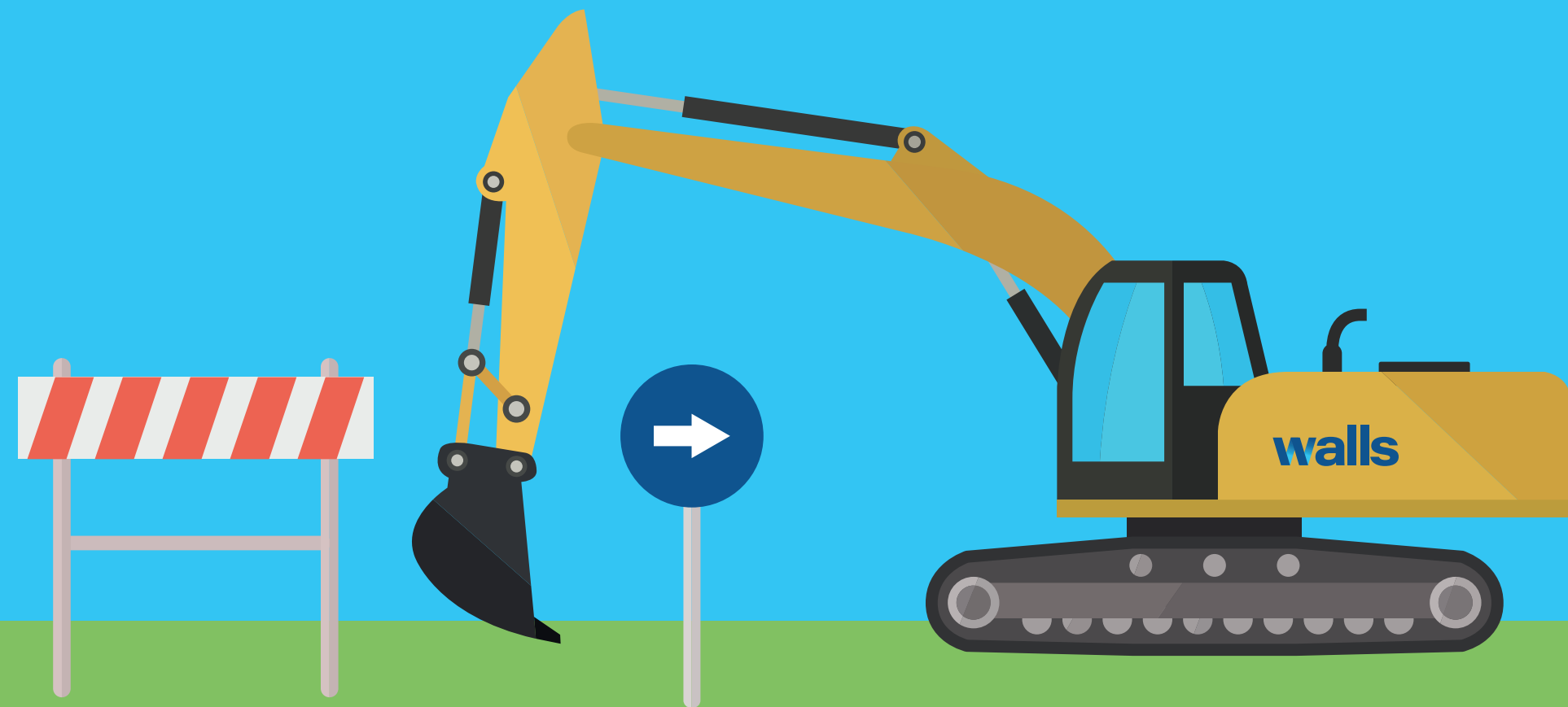


walls

Gender Pay Gap Report 2024



Building Our Future Together

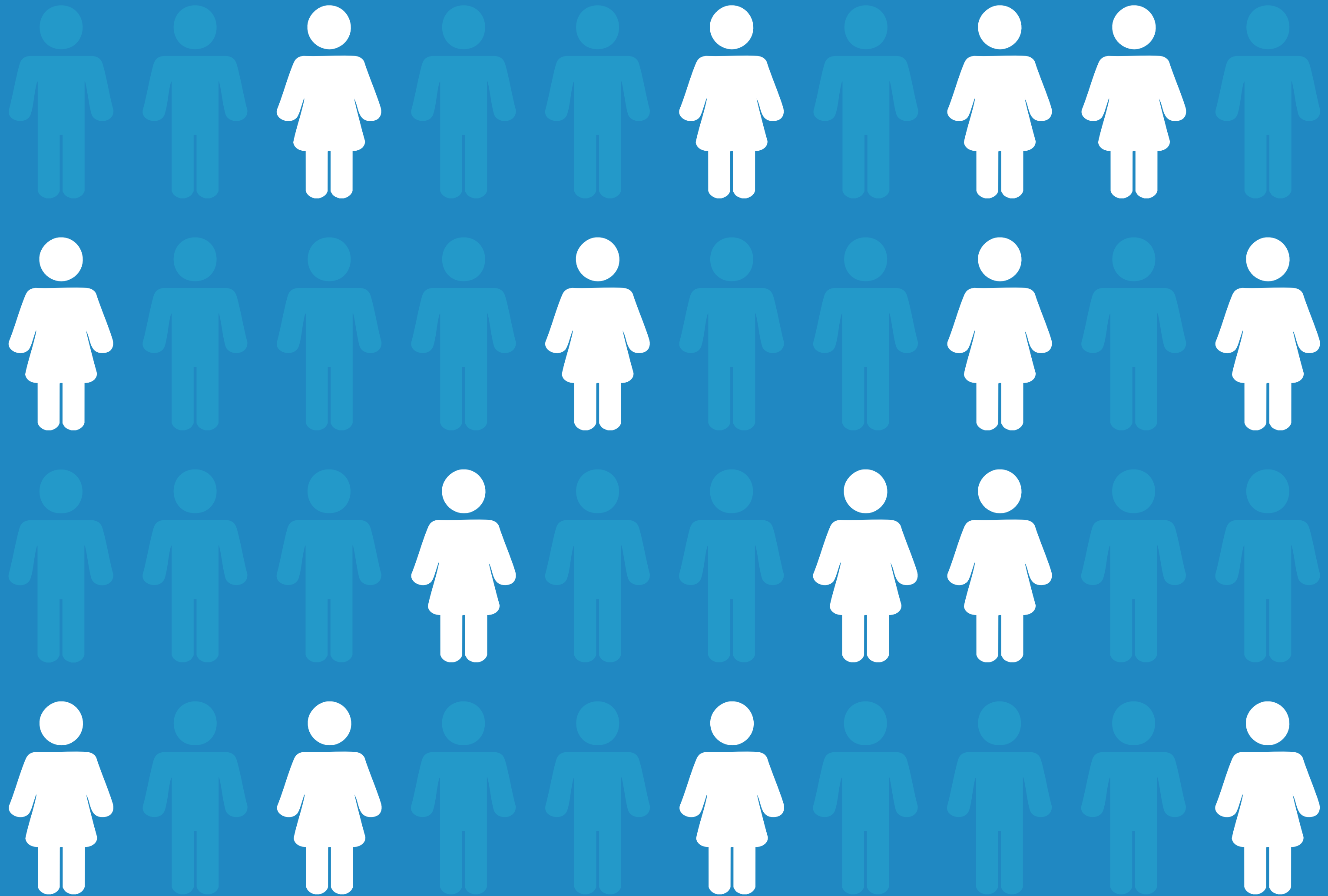
Walls Construction is Committed to Respecting Diversity and Inclusion for the Benefit of our Employees.

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 an important summary of the companywide pay and benefits statistics, the reason for the pay gaps, a reflection on our performance in the past 12 months including those measures taken and still to be taken to improve the situation.

At Walls, we are striving to be the most inclusive employer in our industry and our leaders and colleagues, supported by our **HR and Learning & Development Teams**, continue to work together to improve attraction and retention of diverse talent across our business, without losing focus on the primary goal of increasing the representation of women in senior roles. While a review of the data in this report doesn't capture or reflect the progress we've made, we're proud of where we are on our journey and our commitment to drive change.



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 whole organisation. As senior roles pay more than junior positions, the smaller the number of women in senior roles, the greater the gender pay gap.

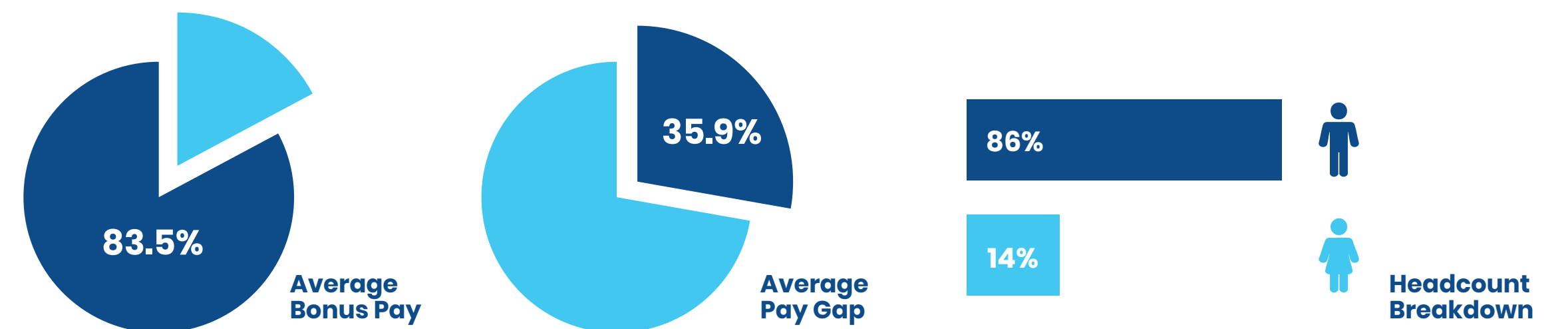
As with previous years, the data shows a sizeable **Gender Pay Gap**, with the difference in **Hourly Pay Levels** continuing to be primarily the direct result of the significant underrepresentation of women amongst senior level positions in the company.

While acknowledging that the industry and our company has much more to do, the data does not fully represent the progress we are making on our journey to be an inclusive employer in as many ways as possible, the policies and initiatives we've introduced and goals we've set ourselves to make a difference and drive change.

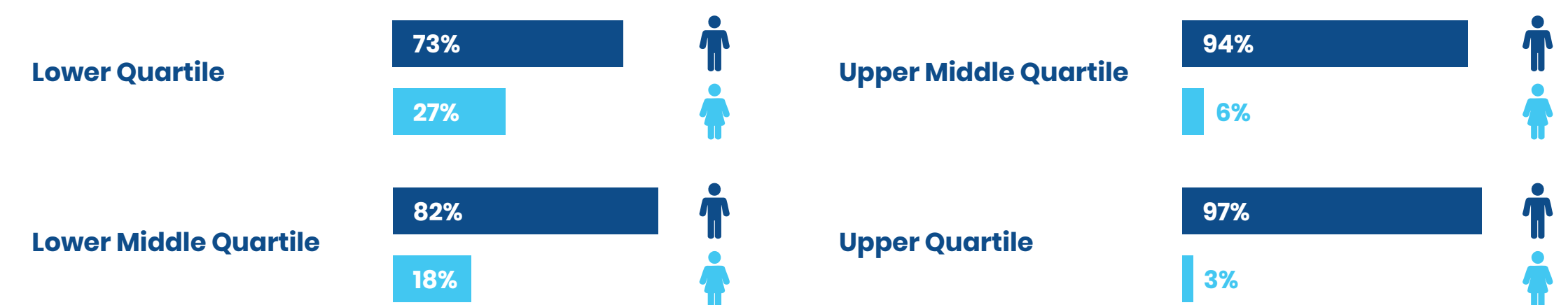
Much is being done to make construction a more attractive career choice for women and making meaningful changes to the longstanding gender pay gap in our industry will take time. However, 2024 saw a small increase in the percentage of women in our upper quartile of hourly remuneration, and we are confident in the not-too-distant future we will have internal role models, talking frankly about their experience, including their different routes into construction, who will enable others to see what their future may look like and what is achievable.

Report Findings

- While the percentage of women in the company's **Upper Quartile Pay Band** has increased, it remains very low, reflecting the absence of women in the most senior positions in our company.
- The **Pay Gap in Average Bonus Pay** has widened, from 81% in 2023 to 83.5% this year, reversing the trend whereby it had narrowed, which is disappointing, while the percentage of men and women paid a bonus is almost the same, 80.7% and 79.4%, respectively. Separately, the remuneration of 26.1% of men includes Benefit in Kind (BIK), compared to 3.2% of women.
- The **Median Pay Gap in Hourly Pay** has increased to 36.3% (from 27% in 2023), while the Average Pay Gap has reduced, with the mean value gap dropping a percentage point, from 36.9% in 2023 to 35.9% in 2024.



Gender Distribution

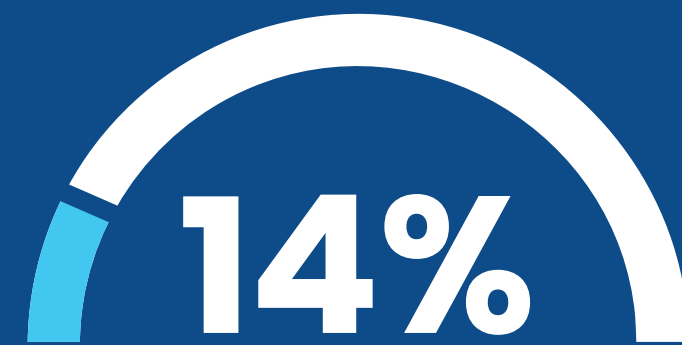


Reflecting on our Performance.

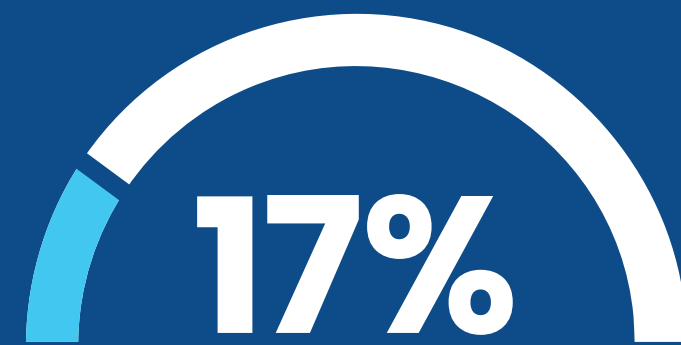
Due to the continued success of our business, we have continued to increase our employee numbers over the past 12 months, with a corresponding increase in the recruitment of women, both Irish and International.

However, in many cases these colleagues are at the early stages of their careers in construction and while their recruitment is helping to establish a more gender balanced talent pipeline which will result in improved **Career Progression and Higher Pay and Rewards**, as they are not currently represented at senior levels in the business, they are not impacting on the gender pay gap data in the same way as if they were more established in their career journeys.

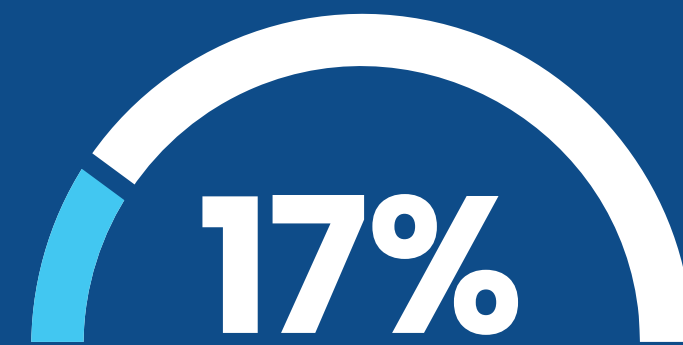
Despite the above, we are fully committed to **Diversity and Inclusion**, evidenced by the following highlights:



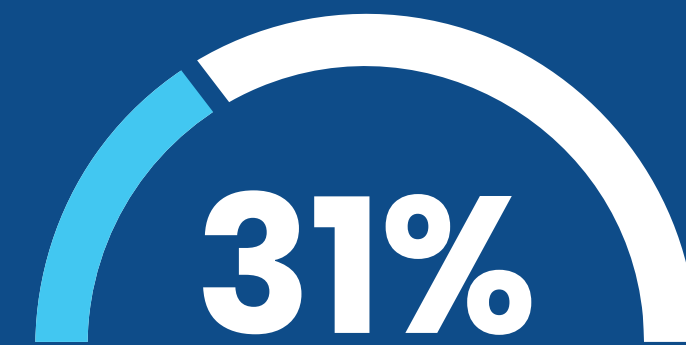
While a **Female Headcount** of 14% is low, nevertheless it represents **68 Employees** performing a variety of roles in the company, of which approximately half are site based.



Our **New Hires** in 2024 to date reflects the above representation, with **16 Female Hires** from a total of 112, and of the **18 Graduates Hired**, 3 or **17% were Female**.



The number of **Non-Irish Employees** amongst our headcount continues to grow, with 24 nationalities directly employed, an employee total that represents **one Sixth of our Workforce**.



In 2024, **International Employees** accounted for **31% of New Recruits**, almost a quadrupling of the 2022 number, which was 8.6%.

EDI&B NEWSLETTER

Walls recently launched its in-house **EDI&B Newsletter**, and several initiatives, from senior management training in diversity and inclusion, to cultural lunches, have taken place. We also established an **ERG (Employee Resource Group)**.

STAFF AWARENESS

We continue to Raise **Awareness on Diversity, Equality, Male and Female Health and Wellbeing** through meaningful and measurable initiatives such as **In-House Training and Lunchtime Talks**, with topics including unconscious bias and menopause health, using external experts where appropriate.

JOB DESCRIPTIONS

Job Descriptions to ensure **Gender Neutral Vacancy Advertising and Gender Balanced Interview Panels** are in place, and other changes include the universal use of non-gender job titles across the business.

EDI&B COMMITTEE

An **EDI&B Committee** meets regularly whose brief includes ensuring the company actively participates in initiatives such as **Women in Construction Ireland (WICI)**, a valuable networking resource.

FLEXIBLE WORKING

We have retained all **Flexible Working and Family Friendly** options for men and women that take account of life changes over the course on one's career.

What Further Actions are Planned in 2025 and Beyond?

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

- The continued pursuit of creating a diverse leadership team that reflects the talent, expertise, and perspectives of the entire workforce. To that end, a Main Board succession, transition and business plan (2024 to 2028) has set a goal of a **20% Female Representation in Senior Executive Roles** by 2028.
- 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 University College Dublin such as a STEM Career expo and networking sessions) and sponsorship.
- Continuing to build on our relationships with colleges to help attract top talent within the Graduate pool and promoting careers in construction, particularly within main contracting.
- We are working towards achieving its **EDI Gold Accreditation** with the **Irish Centre for Diversity**.
- Our recently established **EDI&B Committee** will roll out initiatives including our company newsletter (Issue 1 in October 2024), and it will promote the setting up of Employee Resource Groups that allow members to foster community around shared interests and objectives that contribute to a more supportive, diverse, and inclusive work environment.
- We will ensure our policies and procedures are free of gender bias, explicit and implicit, and compliant with employment legislation and best practice.

