BREEDON
MAKING A MATERIAL DIFFERENCE

Gender pay gap report 2025

Republic of Ireland

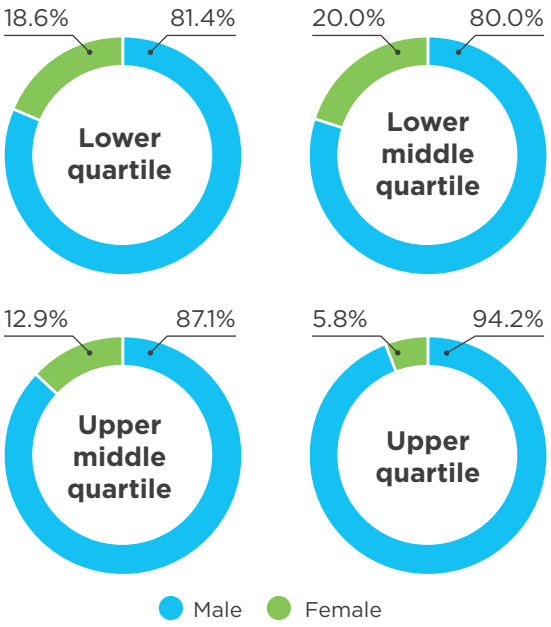
Welcome to Breedon Ireland's third annual gender pay gap report, in which we are pleased to outline progress to date and reiterate our commitment to building a more diverse workforce.

2025 headline figures

Difference between men and women's hourly pay

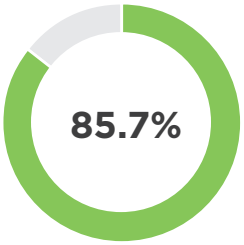
FULL TIME MEAN **41.7%**	FULL TIME MEDIAN **19.8%**
PART TIME MEAN **55.2%**	PART TIME MEDIAN **-26.4%**
TEMPORARY MEAN **-11.8%**	TEMPORARY MEDIAN **-3.4%**

Percentage of men and women at each quartile of pay

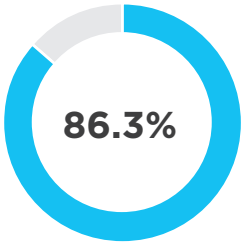


Bonus gap

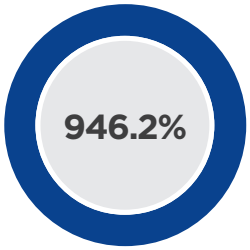
Difference between men and women receiving a bonus



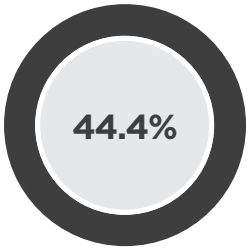
Percentage of females receiving bonus



Percentage of males receiving bonus



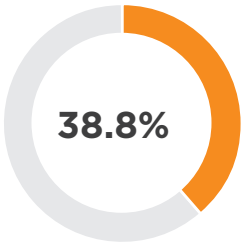
Bonus Mean



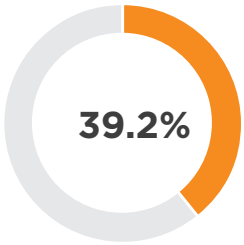
Bonus Median

Benefits in Kind

These charts show the percentage of men and women in receipt of benefits in kind.



Percentage of females receiving BIK



Percentage of males receiving BIK

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continued

Our results explained

Our gender pay gap as of 30 June 2025 is largely driven by the under-representation of women in senior positions within the locality, where higher bonus opportunities are concentrated.

While attracting women into the construction industry remains challenging, we recognise the need to strengthen female representation in senior operational roles in the Republic of Ireland. This will be a key focus of our recruitment strategy in 2026.

To support this, we continue to introduce internal initiatives such as celebrating International Women's Day, hosting an Inclusion and Respect Week, and delivering a wellbeing calendar of events for all colleagues. We are also rolling out our wellbeing strategy across the business to ensure everyone has access to meaningful physical, mental, and emotional support.

We have launched our new benefits platform, Thanks Ben, which consolidates all existing benefits and allows us to introduce new offerings. Based on colleague feedback, we have added two key benefits:

- **Digital GP** – Online access to healthcare professionals for colleagues and their families.
- **Perks at Work** – Exclusive discounts and offers from a wide range of retailers and service providers.

Attracting and retaining women, and a diverse range of prospective colleagues remains a priority. We continue to strengthen our relationships with the education sector and local communities to promote the building materials industry as an attractive and rewarding career choice.

Caroline Roberts
Group People Director
Breedon Group plc

Gender pay gap explained
This is the difference between the hourly rate of pay of men and women, expressed as a percentage of the men's hourly pay rate. The gender pay gap is reported on both a mean (average) and median (mid-point on a distribution) basis.

Snap shot date
The metrics in our report show our overall gender pay and bonus gap based on hourly rates of pay as of the snapshot date of 30 June 2025, and bonuses paid in the year to 30 June 2025.

Mean vs. Median.
The reporting requirements use both the median and the mean to capture different views of pay distribution across the business.

The mean is an average and can be distorted by even a small number of extremes and measures both high and low. The median is the mid-point and is not affected by these extremes.

At Breedon we actively listen to our colleagues to help us make improvements across all areas of our business. We will continue to work hard to continuously increase diversity, inclusion and equality across all levels and ensure that we remain a welcoming place for all who work here.

Pay quartiles
Pay quartiles are worked out by splitting the whole workforce into four equal-sized bands based on hourly pay rates, from lowest to highest. The percentage of men and women in each of those four bands is then calculated.