

Gender pay gap report 2024 – Republic of Ireland

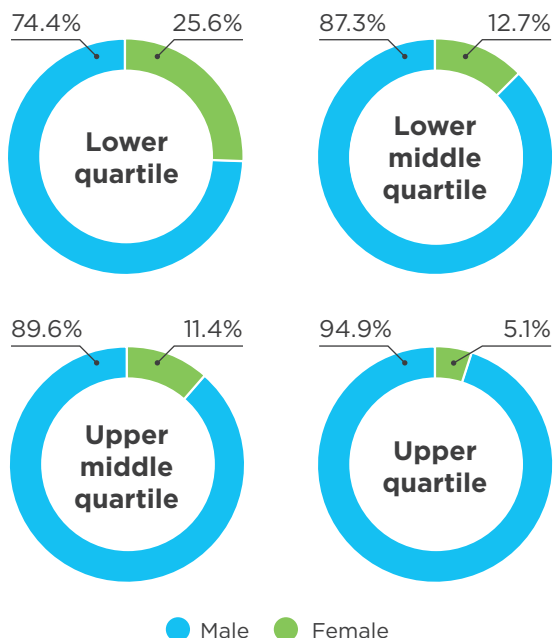
Welcome to Breedon Ireland's second annual gender pay gap report, in which we are pleased to outline progress to date and reiterate our commitment to building a more diverse workforce.

2024 headline figures

Difference between men and women's hourly pay

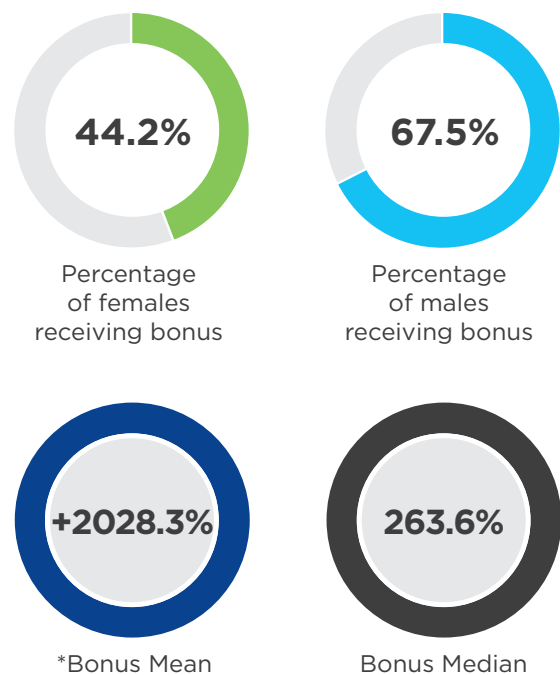
FULL TIME MEAN +47.9%	FULL TIME MEDIAN +27.6%
PART TIME MEAN +68.8%	PART TIME MEDIAN +66.8%
TEMPORARY MEAN -18.5%	TEMPORARY MEDIAN +10.4%

Percentage of men and women at each quartile of pay



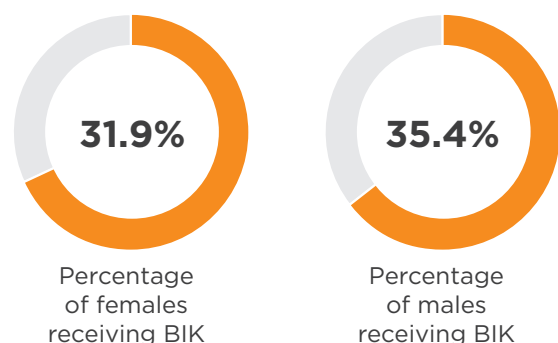
Bonus gap

Difference between men and women receiving a bonus



Benefits in Kind

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



* Our bonus mean is not a true reflection as we gave a one-off cost of living payment in 2023 due to the increase in inflation, which has caused an unusual spike in the mean result. We expect this to be normalised in 2025.

Gender pay gap report 2024 – Republic of Ireland continued

Our results explained

Our gender pay gap, as of 30 June 2024, arises because few senior positions within the locality are held by women; and higher bonus opportunities are found within the senior population.

Whilst it continues to be difficult to attract females into the Construction Industry, we recognise that there is work to be done to ensure more equal representation at our senior operational roles in the Republic of Ireland.

We have introduced several internal initiatives - including marking International Women's Day, Inclusion and Respect Week, a wellbeing calendar of events focusing on topics to support females and males in the workplace, as well as an audit of all welfare facilities.

Attracting and retaining females and a diverse range of prospective colleagues is one of our primary objectives.

We have continued to build our relationships with the educational sector and local communities to promote and encourage the view that the building materials industry is an attractive career of 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 2024, and bonuses paid in the year to 30 June 2024.

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.

