



**John Paul** Construction  
Go Further | Build Smarter™

20  
22



# Gender Pay Gap Report



Excellence



Respect



Teamwork

# GENDER PAY GAP REPORT 2022

John Paul Construction is committed to creating an environment that values equality, diversity, inclusion, and belonging. Our core value of respect is interwoven in all our actions and is reflected in our commitment to our practices that ensure we employ a diverse workforce that is representative of the communities in which we operate.



This is the first John Paul Construction Gender Pay Gap Report, which covers the 2022 reporting cycle, using a snapshot date of June 30 2022. Gender Pay Gap is not about unequal pay, but about the representation of men and women across our workforce. John Paul Construction fully endorses equality, inclusivity and diversity, which is reflected in our recent receipt of the Investors in Diversity Silver Award, and our existing ethnically diverse workforce. Gender diversity within the construction industry is an ongoing challenge with women being generally underrepresented at senior levels in organisations across the sector. In addition, the candidate pool is male dominated and education choices by males and females at school level has resulted in a lower proportion of females entering the construction industry. We acknowledge that more efforts need to be made to close our gender pay gap and this report outlines the specific steps we are committed to taking to ensure that we play our part in creating a gender diverse workforce in our company and within the construction industry as a whole.



# WHAT IS THE GENDER PAY GAP?

Gender Pay Gap Reporting is not about equal pay for equal value work, but it is a measure of gender representation across our organisation. John Paul Construction provides equal pay for equal work to all of our people and maintains an environment free from discrimination and inequality. Our salaries, policies, and procedures are regularly monitored to ensure pay parity is maintained.

## OUR GENDER PAY GAP

### EQUAL PAY

As set out in the Equality Act 2010, **men and women in the same employment performing equal work must receive equal pay, unless any difference in pay can be justified.** It is the law and employers must follow it.

### GENDER PAY GAP

The gender pay gap measures the percentage difference between average hourly earnings for all men and women in a company, sector or across the country. If women are paid more than men, it is said to be a negative pay gap.



# A CLOSER LOOK AT OUR DATA

## GENDER PAY GAP HOURLY PAY

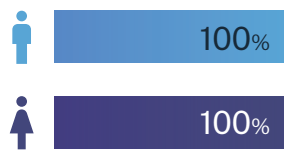
The gender pay gap in hourly pay shows the mean and median hourly full-pay earnings of females and males in John Paul Construction. The figures below show female earnings expressed as a % below male earnings.

Mean hourly remuneration 13%

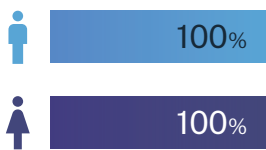
Median hourly remuneration 21%

## GENDER PAY GAP BONUS

% of males and females receiving a bonus (including vouchers).



% of males and females receiving a benefit-in-kind (including vouchers).



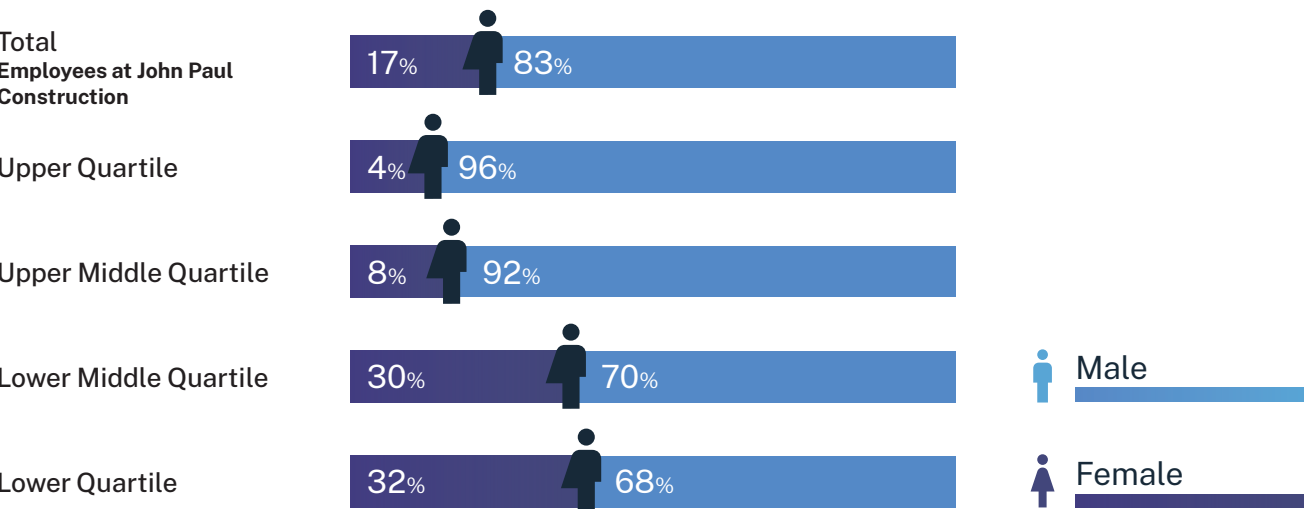
### Bonus Gender Pay Gap

Bonus payments to females expressed as a % lower than bonus payments to males.

Mean 71%

Median 11%

## GENDER DISTRIBUTION



# OUR COMMITMENT TO CHANGE



## 01

### OUR WORKPLACE

Our people are our greatest asset and we have a workforce of over 25 nationalities. Our wide range of benefits, learning and development opportunities, and career prospects, along with events hosted by our Sports and Social club and Golf Society have gained us a reputation of being a great place to work, and we know that our EDI commitments will continue to help us attract and retain the best people. We will continue to celebrate diversity, including gender through inclusive events throughout the year and to work with others in industry to have meaningful conversations about gender diversity.

## 02

### OUR POLICIES AND PRACTICES

Our commitment to equal opportunity, inclusiveness and diversity underpins our HR policies and procedures. We strive for recruitment, employment, training and promotion practices and policies that are free of barriers, both systemic and deliberate, that directly or indirectly discriminate against people. We are committed to pay parity for all employees engaged in similar work. Our salary setting, performance management and succession planning will be reviewed annually for gender bias and to reflect our EDI vision. We will also implement a mentoring programme for women to support, enable and empower them to progress in their careers.





# OUR COMMITMENT TO CHANGE



## 03

### OUR EQUALITY, DIVERSITY, AND INCLUSION COMMITTEE

Our EDI Committee was established in 2022 and has supported the aim of creating an environment where our people feel included, valued, and respected. John Paul Construction has been recognised by the Irish Centre for Diversity through the receipt of the Investors in Diversity Silver Award which highlights our commitment to create meaningful change in our organisation. We continue to take positive steps forward with the continued rollout of our EDI employee survey and ongoing work across the organisation.

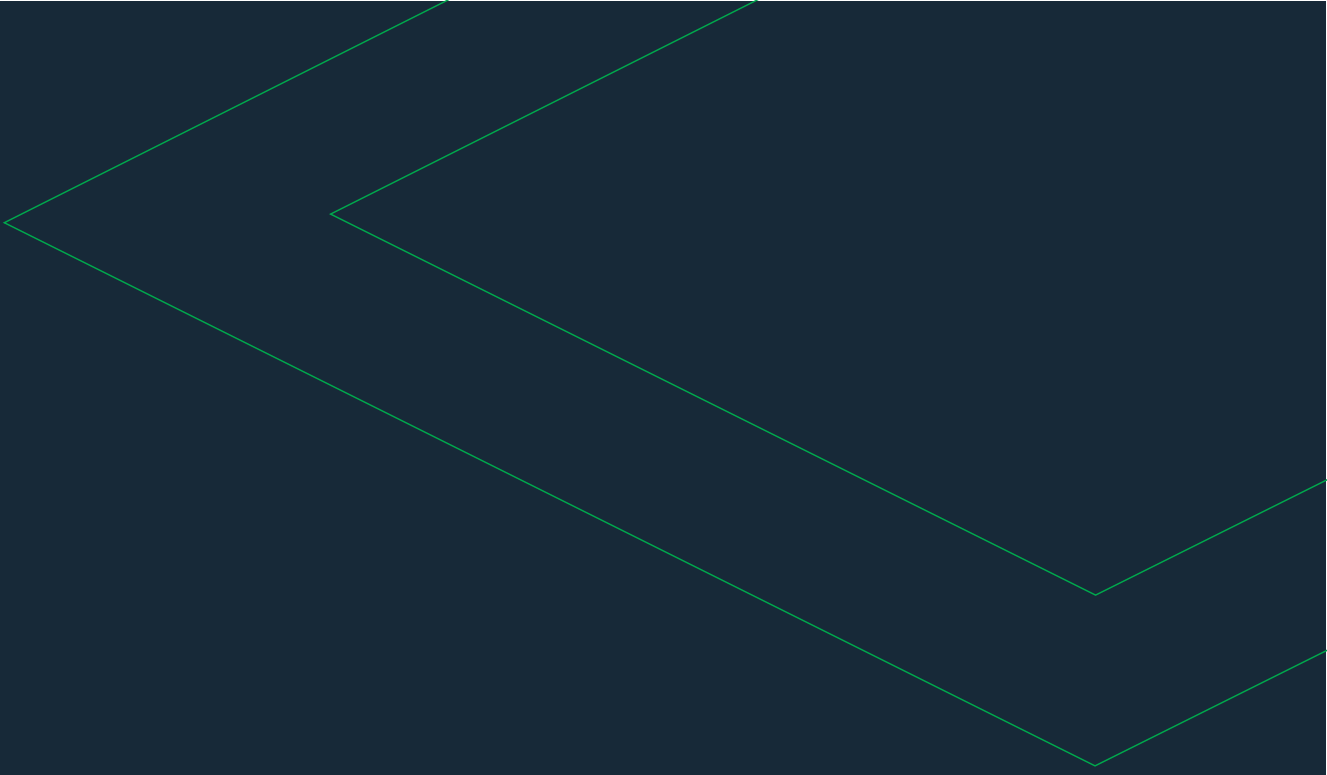


## 04

### ATTRACTING WOMEN IN TO THE INDUSTRY

We are committed to overcoming the gender diversity challenges within our industry by engaging in initiatives to actively promote construction as a career. Our female employees act as role models within our communities to break the stereotypes around women in construction and empower young women to pursue construction as a viable and rewarding career. We are dedicated to partnering with Third level institutions, and schools in our communities to attract more students to the construction industry and ensuring gender-balanced selection of Transition Year students for work experience.





**John Paul** Construction  
Go Further | Build Smarter™