



John Paul Construction
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20
23



Gender Pay Gap Report

GENDER PAY GAP REPORT 2023

John Paul Construction are committed to fostering an environment that values equality, diversity, inclusion and belonging. This report signifies our dedication to addressing the Gender Pay Gap, and to progressing the workforce to ensure gender representation across all functions and levels.

The report highlights our journey thus far, and the strides we are continually taking to achieve greater gender representation. We believe that diversity is a driving force that encourages greater diversity of thinking, innovation, creativity and excellence.

John Paul Construction is committed to transparency and integrity in our reporting. We identified a clerical error made by our external data processors in relation to our Gender Pay Gap figures for 2022. Upon discovering this discrepancy, we conducted a thorough review to rectify the issue which occurred in the aggregation process. The restated figures indicates a gender pay gap of 41% compared to the previously reported 13%.

To prevent future occurrences, we have implemented enhanced oversight and verification processes with our external data processors. We have also initiated additional internal checks to ensure the accuracy of our data before publication.

John Paul Construction remains dedicated to promoting gender equality and ensuring fair pay across our organisation. We are continually reviewing and improving our policies and practices to support this commitment. John Paul Construction has made progress in various aspects identified in the 2022 Gender Pay Gap Report, and we continue to invest time and resources into further building awareness and modernising our policies and practices. This is a journey which we are committed to continuing to drive.

We acknowledge that gender diversity is an ongoing challenge in the construction industry and that we need to take proactive steps to mitigate this challenge. Regardless of the challenge, we aspire to pave the way for a thriving construction industry with enhanced gender representation throughout.



A blue ink signature of Helen Forbes.

Helen Forbes
HR Director



A blue ink signature of Liam Kenny.

Liam Kenny
Managing Director

GENDER PAY GAP REPORT

UNDERSTANDING THE GENDER PAY GAP

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

THE GENDER PAY GAP

The gender pay gap is the difference in the mean pay between men and women in an organisation regardless of the type of roles they undertake. It does not suggest that men and women are paid unequally, but rather describes the representation of men and women across the organisation. Our pay gap was calculated by taking the percentage difference of the mean hourly pay for men and the mean hourly pay for women within our company.

EQUAL PAY

Employers are required by law to ensure that men and women in the same employment performing equal work must receive equal pay, unless reasonably justified.

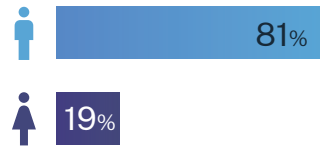
GENDER PAY GAP

Measures the percentage difference between the mean hourly earnings for all men and women in a company, sector or across the country. If women are paid more than men, there will be a negative pay gap.

A LOOK AT OUR DATA - 2023

HEADCOUNT BREAKDOWN

The headcount breakdown across the organisation in 2023 is reported as follows:



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 earning expressed as a % below male earnings.

Mean Gender Pay Gap **41%**

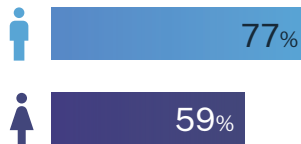
Median Gender Pay Gap **29%**

GENDER PAY GAP BONUS

% of males and females receiving a bonus



% of males and females receiving a benefit-in-kind



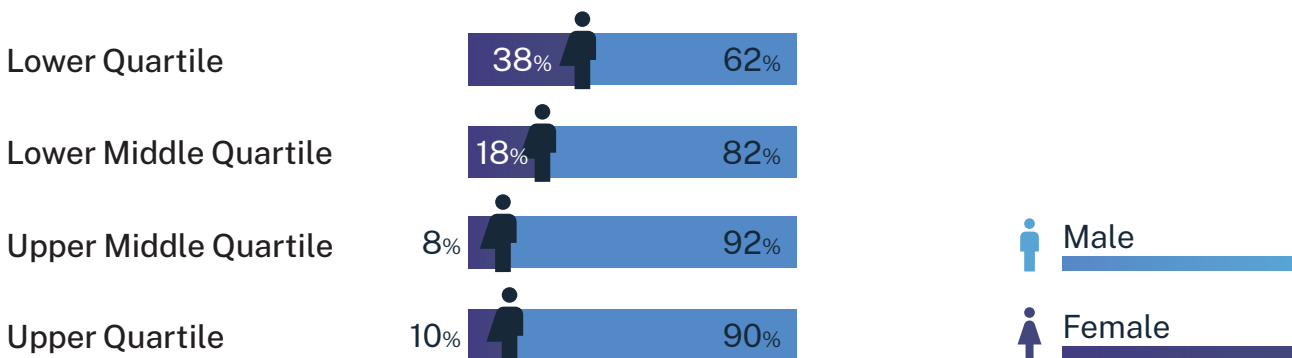
Bonus Gender Pay Gap

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

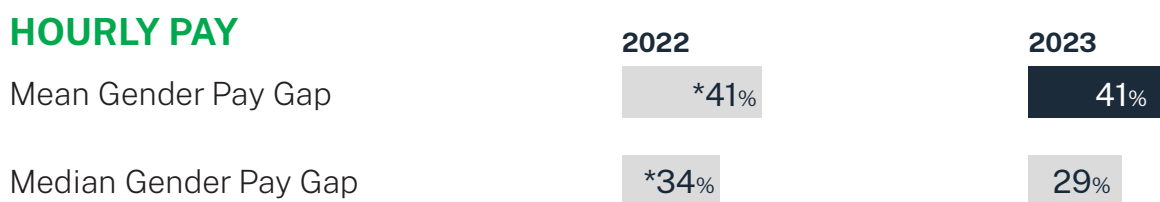
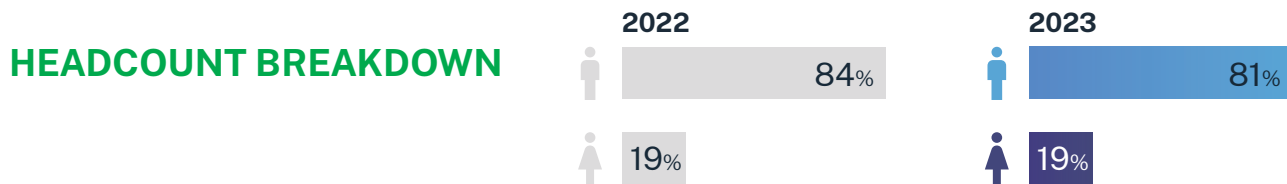
Mean **76%**

Median **0%**

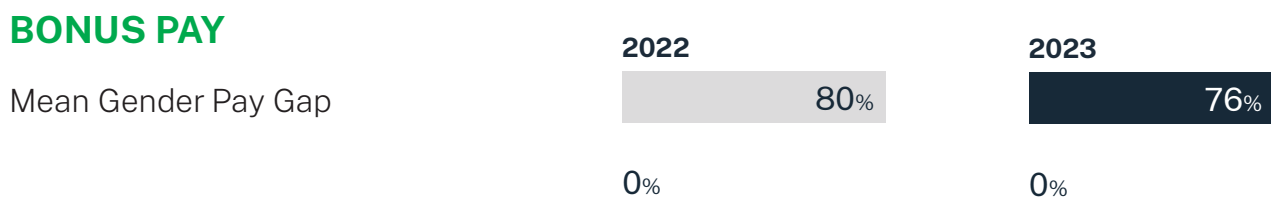
GENDER DISTRIBUTION



A COMPARISON WITH OUR 2022 DATA



*Overall Gender Pay Gap based on hourly remuneration



GENDER PAY GAP BONUS

2022
% of males and females receiving a bonus



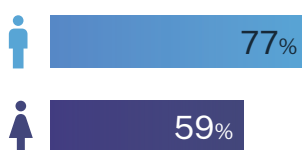
% of males and females receiving a benefit-in-kind



2023
% of males and females receiving a bonus



% of males and females receiving a benefit-in-kind

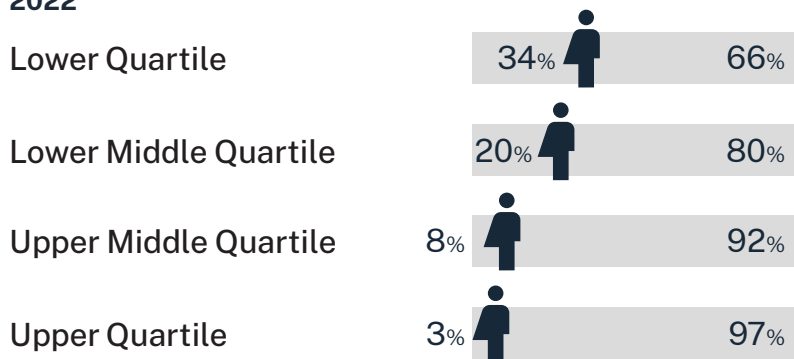


Note: 2022 figures represent adjusted pay gap data that has been applied to accommodate a recalibrated dataset, enhancing the overall clarity and consistency of year on year comparisons

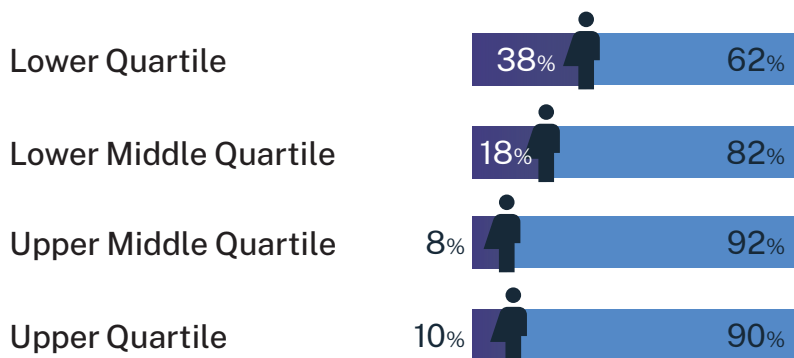
A COMPARISON WITH OUR 2022 DATA

PAY QUANTILES

2022



2023



Note: 2022 figures represent adjusted pay gap data that has been applied to accommodate a recalibrated dataset, enhancing the overall clarity and consistency of year on year comparisons

OUR COMMITMENT TO CHANGE



01 ATTRACTING FEMALES TO THE INDUSTRY

We understand the challenge faced in attracting females to the construction sector, and we are committed to taking positive actions that will encourage talented female candidates to enter our industry. This will be achieved through targeted initiatives and outreach programmes. We will continue to direct recruitment agencies to provide John Paul Construction with a gender balanced selection of candidates. To ensure accountability towards these measures, we are committed to our target to increase the number of females in senior positions by 10% year on year. To further enhance attraction, we will actively promote and showcase female success and experience within our organisation.

02 FOCUS ON RECRUITMENT AND ATTRACTION FOR EARLY CAREERS

We recognise the importance of raising awareness of the construction industry at an early age. We will continue to expand engagement through partnerships with third level institutions and primary schools, while ensuring a strong visibility at career fairs and STEM (Science, Technology, Engineering, and Mathematics) events. This allows us to create meaningful career pathways for females pursuing a rewarding career in the construction industry. As such, we have established a target to increase the gender balance and female intake amongst our early careers population and Graduate Programme by 25% year on year.



OUR COMMITMENT TO CHANGE



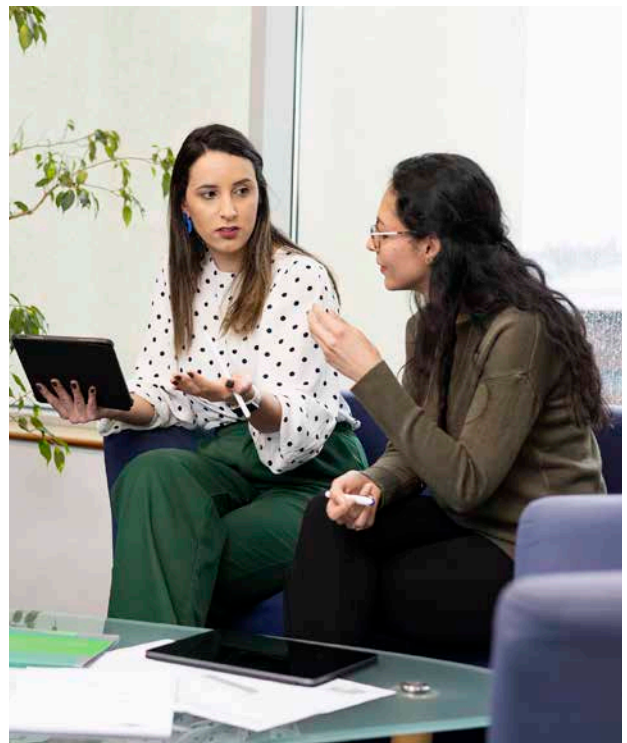
03 EQUALITY, DIVERSITY AND INCLUSION COMMITTEE

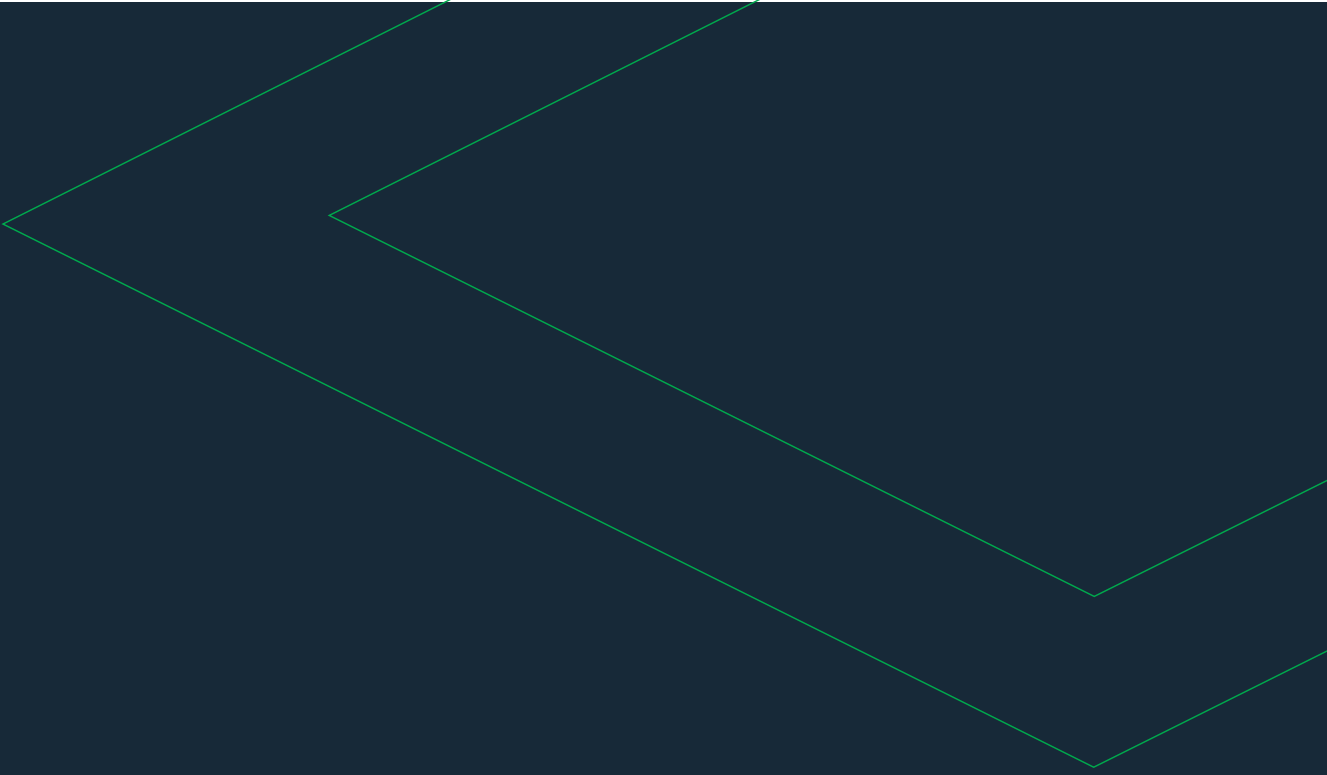
We will continue building on the success of our Investors in Diversity Silver Award with an ambition to obtain an Investors in Diversity Gold Award. We will continue to participate in Women in Construction and Business in the Community to further our objectives in the area of Equality, Diversity and Inclusion. We are committed to engaging in employee survey exercises and taking proactive steps to support inclusivity and belonging within the organisation



04 POLICIES AND PROCEDURES

We are committed to ensuring all of our policies and procedures are free of gender bias, while fully aligning with current and future Irish legislation. We will continue to review and revamp our policies and procedures to be inclusive and centered around employee experience. In order to display our commitment to this, we have updated our policies and procedures in 2023, in line with new legislation, while reflecting the current needs of our employees.





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