



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

[johnpaul.ie](http://johnpaul.ie)

2025

# Gender Pay Gap Report

# Gender Pay Gap Report

## 2025

At John Paul Construction, we remain committed to fostering an inclusive workplace where everyone can thrive. Transparency and accountability are central to our approach, and publishing our Gender Pay Gap Report is an important part of that commitment.

We are pleased to present our Gender Pay Gap Report for the current reporting period. This document provides a clear and transparent account of our position and progress, and it reaffirms our continued commitment to fostering fairness, equity, and inclusion across our organisation.

The construction industry in Ireland is working hard to achieve gender balance and at John Paul Construction we are acutely aware of the challenge in meeting that ambition in technical, operational and senior leadership roles. So, while we acknowledge that industry legacy issues may have an impact, we remain committed to meeting this goal.

Over the past year, we have advanced several initiatives designed to strengthen representation and support career

progression for women throughout the business. These include targeted recruitment pathways, early career programmes and inclusive site practices. These actions have had a positive impact and, in parallel, we are supporting programmes such as STEM Passport for Inclusion to make the industry more accessible for young women.

Our commitment is clear: we will continue to address the underlying factors that contribute to the gender pay gap, and we will work to create an environment where all colleagues, regardless of gender, can thrive, progress, and contribute fully to our success. Achieving this requires consistent focus, robust governance, and a readiness to challenge established norms within both our organisation and the wider industry.

Closing the gender pay gap in construction will not happen overnight, but it will happen through steady, deliberate action. We are committed to being part of the solution: championing diversity, challenging outdated perceptions of our industry, and building a workforce that reflects the communities we serve.



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 measures gender representation across an organisation. Within John Paul Construction we have a higher proportion of men which is contributing to the gap in earnings between men and women. John Paul Construction provides equal pay for like work and we maintain an environment free from discrimination and inequity. Regular monitoring of salaries, policies and procedures ensures that parity is maintained.

## THE GENDER PAY GAP

The Gender Pay Gap focuses on the mean pay between men and women within an organisation regardless of the roles these people undertake. It effectively 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.

### 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

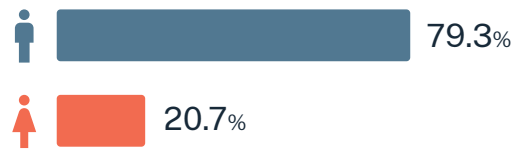
Measures the percentage difference between the mean hourly earnings for all men and women in a company, sector or across the country. If women are paid more than men, there will be a negative pay gap.

# A Look At Our Data

## 2025

### HEADCOUNT BREAKDOWN

The headcount breakdown across the organisation in 2025 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

30.9%

Median Gender Pay Gap

28.6%

### 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 68.1%

Median 0%

# A Look At Our Data

## 2025

### GENDER DISTRIBUTION

#### Lower Quartile



#### Upper Middle Quartile



#### Lower Middle Quartile



#### Upper Quartile



## Highlights



Diversity Training in  
Leadership Programme



Diversity & Inclusion  
Training Programme  
Expansion



Full Pay Maternity  
Policy



Construction Partner  
in STEM Passport for  
Inclusion Programme



# 4 Paths to Progress



## 01 ATTRACTING FEMALES TO THE INDUSTRY

Our ambition is to ensure that talented female candidates enter our industry. To achieve this we are making a sustained effort in driving targeted initiatives and outreach programmes. With our recruitment agency partners we ask that John Paul Construction be provided with a balanced selection of candidates for all roles.

To ensure accountability towards these measures we remain committed to our target of increasing the number of females in senior positions by 10% year on year.

As a means to spotlighting the potential of a career within the industry we will actively promote and showcase female success and experience within our organisation.

## 02 FOCUS ON RECRUITMENT AND ATTRACTION FOR EARLY CAREERS

To positively impact our industry we need to recognise the importance of stimulating interest at an early age. In 2025 we will be partnering with the All Ireland Passport for STEM (Science, Technology, Engineering and Mathematics) programme.

This amazing initiative has already delivered tangible results in the technology sector - opening the eyes of future candidates to their own potential.

We will continue to support STEM events to showcase the opportunities within the construction industry. Through our 'Earn & Learn' programmes, student placements and graduate intake we see great potential for female talent coming in to our industry.



# 4 Paths to Progress



## 03

### EQUITY, DIVERSITY AND INCLUSION COMMITTEE

We will continue to participate in 'Women in Construction' and 'Business in the Community' to further our objectives in the area of Equity, Diversity and Inclusion.

2024 saw us introduce our Diversity Training in Leadership programme. We expanded our diversity and inclusion training throughout the organisation and remain committed to engaging with our people on a regular basis - our Equity, Diversity and Inclusion Committee being the apex of these efforts.



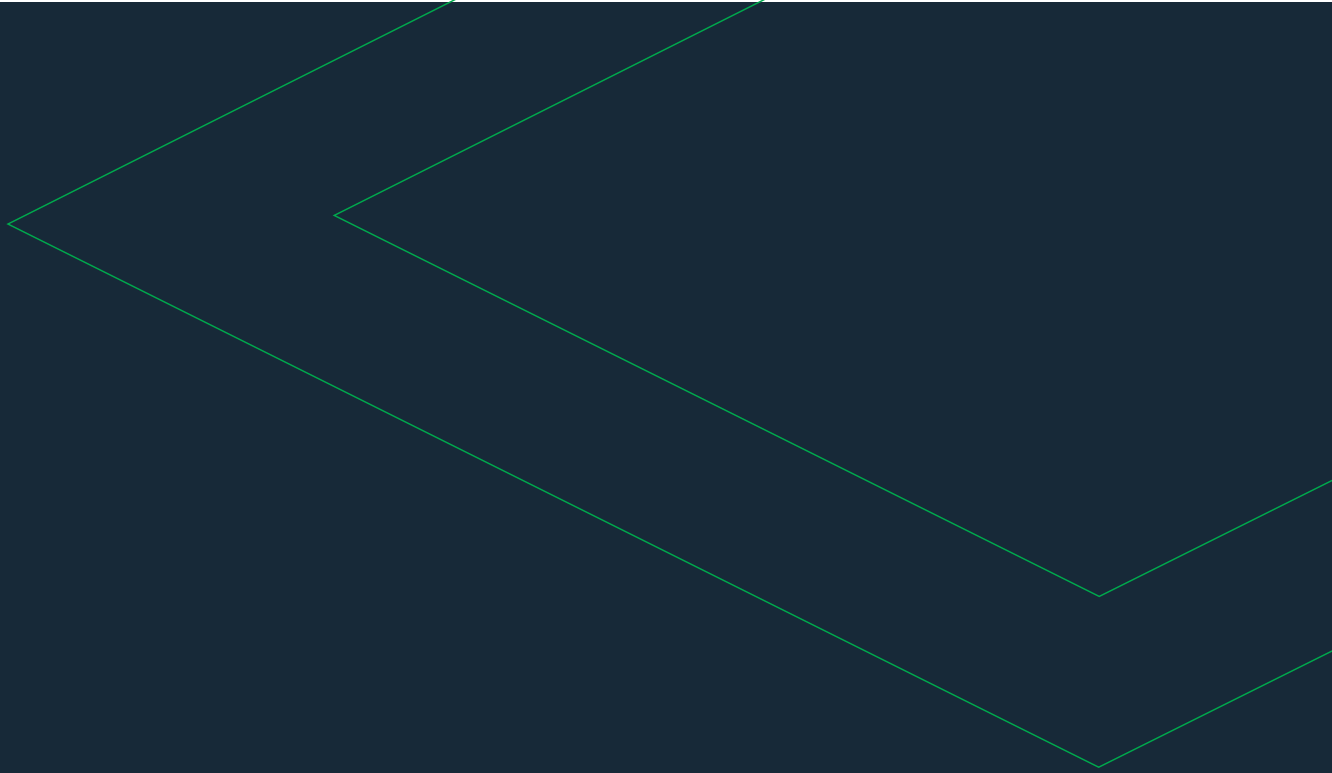
Investors in  
**Diversity**

SILVER

## 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 centred around employee experience. We introduced full pay maternity cover - 100% of salary this year - and will continue to review our policies to identify opportunities going forward.





**John Paul** Construction

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