



John Paul Construction
Go Further Build Smarter™

Gender Pay Gap Report

December 2024

johnpaul.ie



GENDER PAY GAP REPORT 2024

John Paul Construction is committed to embracing the values of equity, diversity, inclusion and belonging throughout the organisation. This report is a reflection of said commitment and ensures we can measure gender representation across all functions and levels.

We are deeply aware that the driving force behind our success is our people. The greater the diversity we can achieve the richer the level of thinking, creativity and excellence will be.

With this in mind we have been careful to ensure that the accuracy of the reporting is as rigorous as possible. John Paul Construction cannot hope to achieve greater gender representation without being both transparent and confident about the data we share.

John Paul Construction remains dedicated to promoting gender equity and ensuring fair pay across our organisation. We are continually reviewing and improving our policies and practices to support this commitment.

We have made progress in various aspects identified in the 2023 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 that we are committed to for the long term.

We are excited by some of the positive steps we have taken this year including instigating Inclusion Training, continuing our support for diversity and partnering initiatives such as the 'All-Ireland STEM Passport for Inclusion' programme. We know that steps taken today can have a fantastic impact on our future workforce.

Our ambition remains the same - to help pave the way for a thriving construction industry with enhanced gender representation. We know that change is not a linear curve, but together we're confident that we can overcome the challenges ahead so that we can continue to go further and build smarter.



Helen Forbes
HR Director



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.

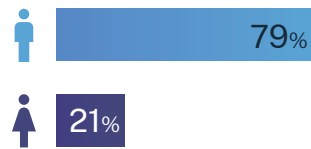
GENDER PAY GAP

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 - 2024

HEADCOUNT BREAKDOWN

The headcount breakdown across the organisation in 2024 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 **42%**

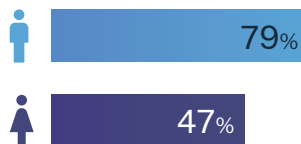
Median Gender Pay Gap **34%**

GENDER PAY GAP BONUS

% of males and females receiving a bonus



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



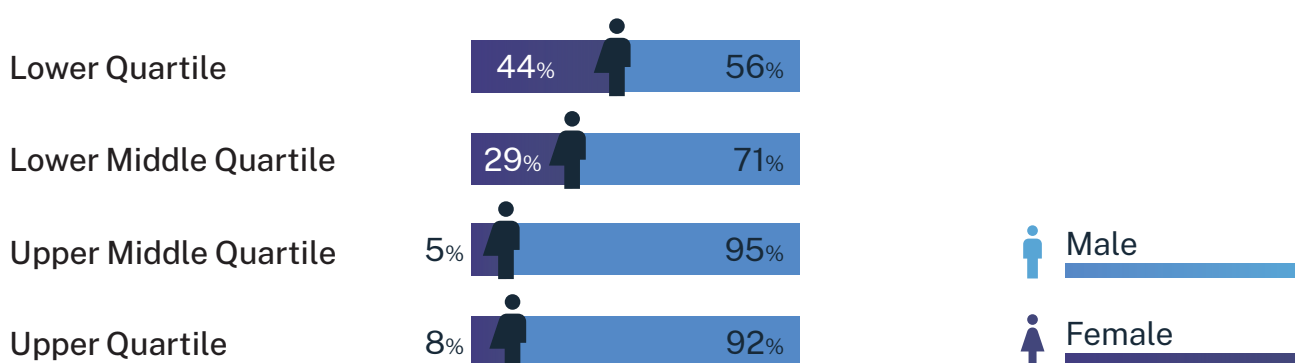
Bonus Gender Pay Gap

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

Mean **76%**

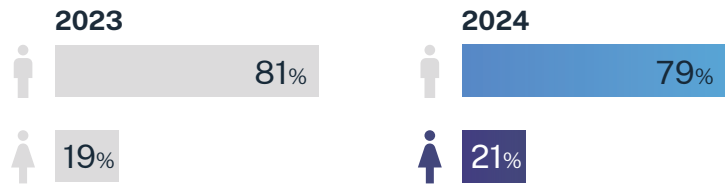
Median **0%**

GENDER DISTRIBUTION



A COMPARISON WITH OUR 2023 DATA

HEADCOUNT BREAKDOWN

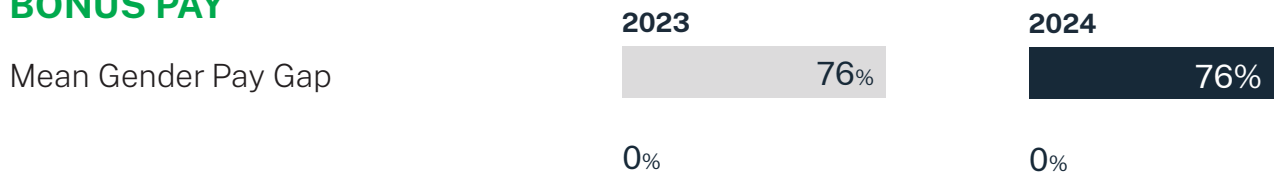


HOURLY PAY



*Overall Gender Pay Gap based on hourly remuneration

BONUS PAY



GENDER PAY GAP BONUS

2023
% of males and females receiving a bonus



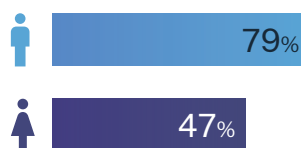
% of males and females receiving a benefit-in-kind



2024
% of males and females receiving a bonus

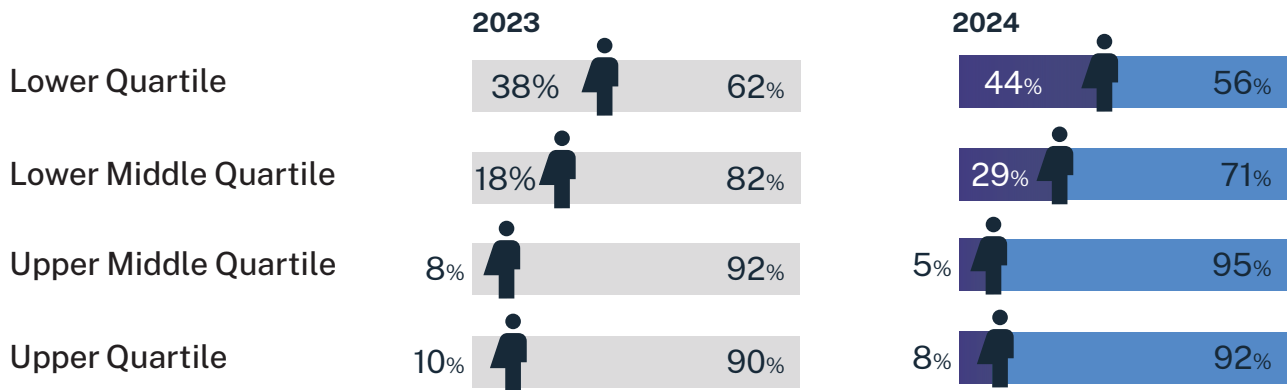


% of males and females receiving a benefit-in-kind



A COMPARISON WITH OUR 2023 DATA

PAY QUANTILES



2024 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

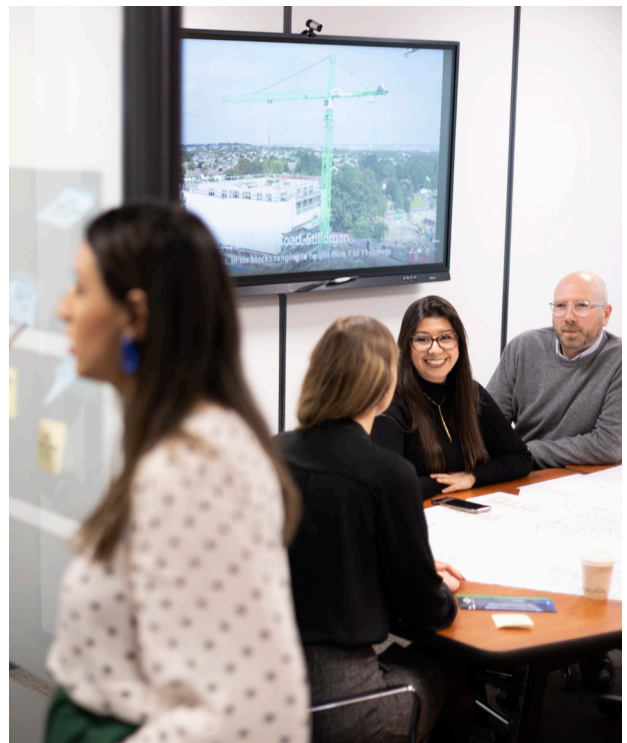
We will continue to participate in 'Women in Construction' and 'Business in the Community' to further our objectives in the area of Equity, Diversity and Inclusion.

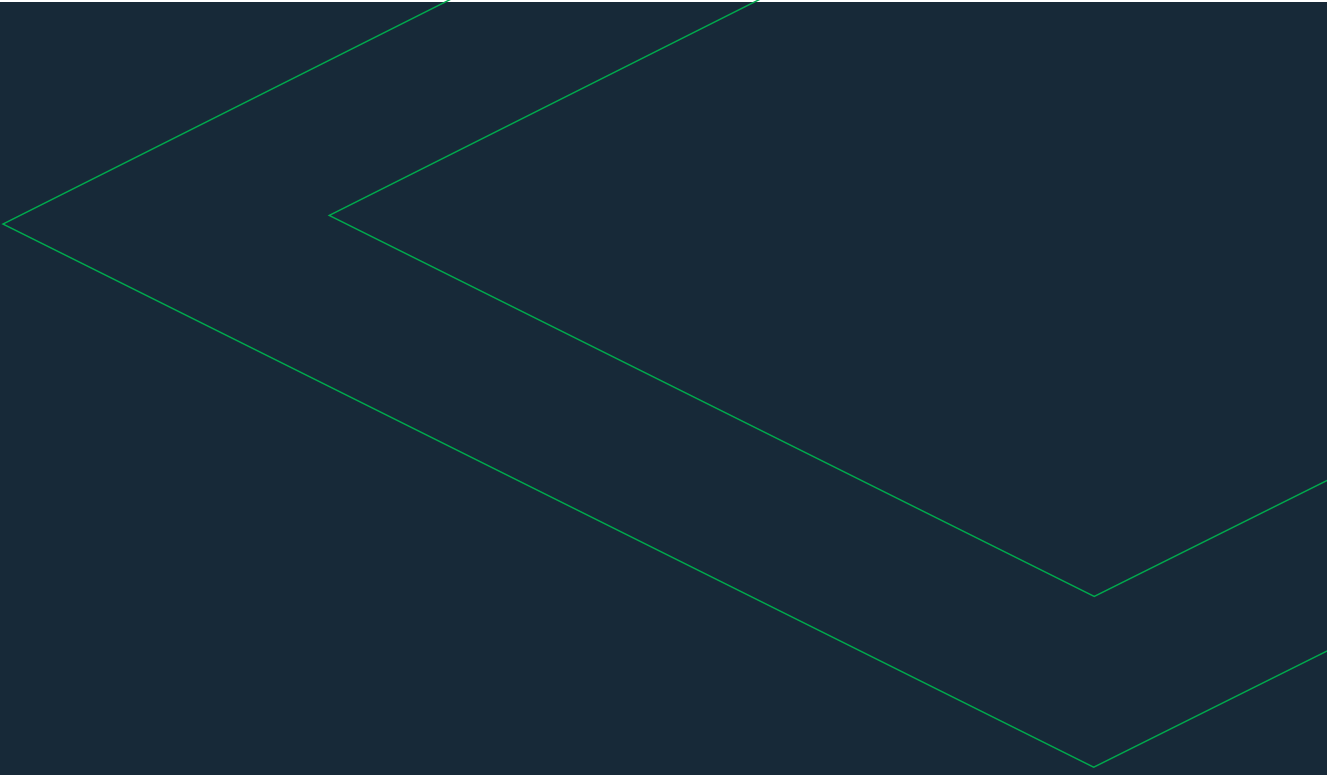
2024 saw us introduce our Diversity Training in Leadership programme. We expanded our diversity and inclusion training throughout the organisation and remain committed to engaging with our people on a regular basis - our Equity, Diversity and Inclusion Committee being the apex of these efforts.



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.





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