

Suir Engineering's Gender Pay Gap Report 2024 reflects achievements we have made and the areas we need to continue to concentrate on. Construction is a challenging industry as it is one of the few industries where gender disparity exists in terms of number of employees. Women make up only 9% of the construction industry workforce in Ireland. We have seen progress in Suir Engineering where women make up 10% of our workforce up 2% on last year. This is moving in the the right direction, however we have more to do as an industry and as a business.

The gender pay gap is the difference in the average hourly wage of all men and women across a workforce, not just those in similar jobs, or working patterns, or with similar competencies, or experience. A gender pay gap does not indicate discrimination or an absence of equal pay for equal value work - it reports a gender representation gap.

Our all-employee gender pay gap is largely driven by significantly lower female participation in craft and engineering roles. Our senior roles such as Directors, Project Managers and Project Directors mainly come through the Trade route and are therefore traditionally male. Our site support roles – Engineers, EHS, Quantity Surveying and Planners have some females in these roles, but they remain male dominated roles in our industry.

We have one trade qualified female and 10 female apprentices. The majority of our employees (75%) are Trade qualified or are trainee apprentices. For Trade employees (qualified and apprentices) pay rates, overtime rates and tax-free lodge, are set out by the SEOs for the Electrical Contracting Sector, Mechanical Contracting Sector and Construction Sector. General Operatives' pay rates and overtime rates are also covered by the SEOs for the Construction Sector.

We can see an improvement in GPG since 2023. Suir Engineering has a mean GPG of 19.88% (down 8.54% on 2023) and a median GPG of 29.12% (down 3% on 2023). Our overall female representation in senior positions has increased in 2024. However, we still have under-representation of women overall in our business, fewer women in senior roles and high numbers of male employees covered by the SEO. We have also presented our data to reflect the GPG on our basic pay rates without the SEO allowances and overtime. This showed a mean GPG of 11.71% and a median GPG of 18.18%.

We have no male part-time employees and only 3 females in part-time positions. Our Apprentices are categorised as temporary employees on fixed purpose contracts whilst in training and they are 97.5% male.

There is a significantly higher gap in BIK payments as there is less females employed than males and a higher number of females availed of BIK. BIK-related benefits are not applicable to all employees, such as our Trade employees. We felt it important to report on an all-employee view together with the data without overtime and SEO allowances.

#### **Actions undertaken to bridge the gender pay gap include:**

- Suir Engineering are proactive supporters for Women in Construction with the hope of encouraging more women to join Suir through our Apprenticeship Programme and support roles. We have seen an increase in our female Apprentices and female employees in 2023.
- We created the Suir Women's Network in 2024 to engage with female employees and create supportive networking opportunities at offsite events.
- We take great pride in our inclusive culture, offering a range of supports for our employees including remote working arrangements, family leave policies and supervisory diversity training.
- We recognise that our interactions with colleagues and clients must reflect Suir Engineering's values and behaviours, we refreshed Suir Values and Behaviours with a 'Say Yes To Respect'

roadshow in October across all of our sites and offices. This roadshow promoted our commitment to Dignity and Respect in our business and it has been built into our inductions going forward.

For 2025 we will continue to encourage to attract more women to our sector and formalise career pathways for our female employees to encourage them to develop their careers and stay in Suir Engineering. To further enhance our D&I commitments we have commenced our accreditation for Investors in Diversity. By sharing our gender pay gap data, our aim is to go further than the statistics, reflecting our commitment to fostering inclusivity, fairness and equality within our company and the wider industry.

**Claire Cusack**  
**Human Resources Director**

1. All employees - mean		19.88%		11.71%
2. All employees - median		29.12%		18.18%
3. Part-time employees - mean		-100%		-100%
4. Part-time employees - median		-100%		-100%
5. Temporary employees - mean		22%**		11%
6. Temporary employees - median		22%**		7.5%
7. Difference in the mean bonus pay received by male and female employees		N/A		N/A
8. Difference in the median bonus pay received by male and female employees		N/A		N/A
9. Difference in the percentage of male and female employees paid bonuses		N/A		N/A
10. Difference in the percentage of male and female employees who received benefits-in-kind		-20%		N/A
11. Proportion of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands (including overtime and role specific allowances)	Quartile 1 - Female 18% / Male 82%	Quartile 2 - Female 8% / Male 92%	Quartile 3 - Female 3% / Male 97%	Quartile 4 - Female 4% / Male 96%

\*\* Includes Apprentices on Fixed Purpose Contracts