

Gender pay gap report 2023 - Republic of Ireland

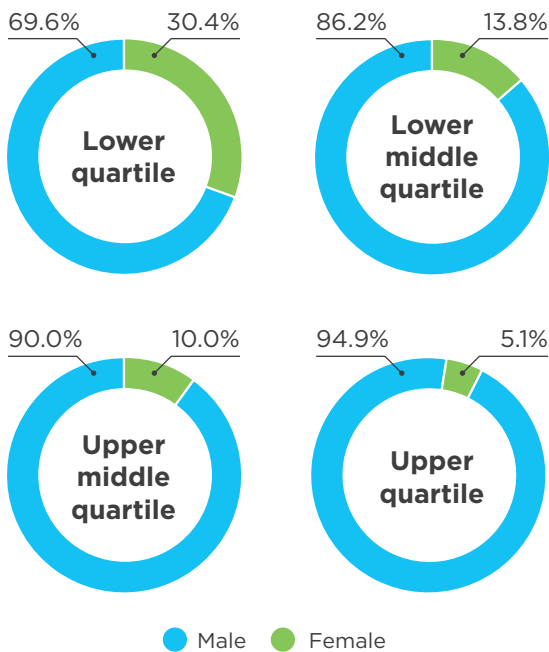
At Breedon we are committed to building a diverse and inclusive workforce in which everyone feels equally respected and included. We therefore welcome the legislation introduced by the Irish Government requiring every employer with more than 250 colleagues to publish its gender pay gap.

2023 headline figures

Difference between men and women's hourly pay

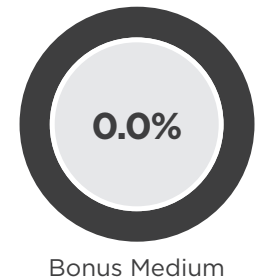
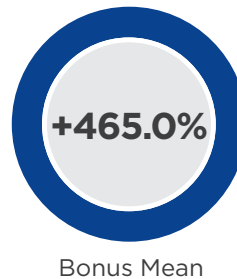
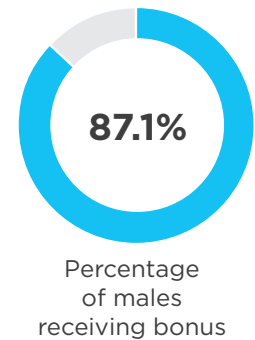
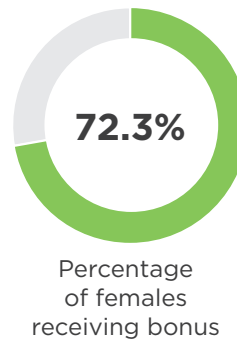
FULL TIME MEAN +52.0%	FULL TIME MEDIAN +19.7%
PART TIME MEAN +54.2%	PART TIME MEDIAN +80.7%
TEMPORARY MEAN +2.0%	TEMPORARY MEDIAN +9.0%

Percentage of men and women at each quartile of pay



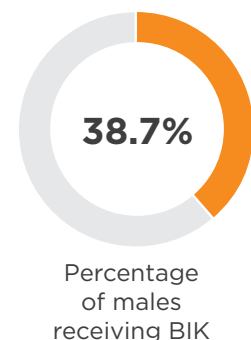
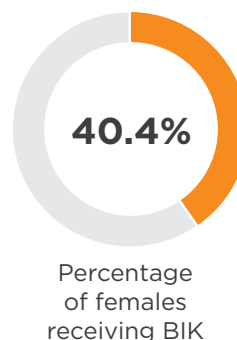
Bonus gap

Difference between men and women receiving a bonus



Benefits in Kind

These charts show the percentage of men and women in receipt of benefits in kind.



Gender pay gap report 2023 - Republic of Ireland continued

Our results explained

Our gender pay gap, as of 30 June 2023, arises because few senior positions within the locality are held by women; and higher bonus opportunities are found within the senior population. Whilst it continues to be difficult to attract females into the Construction Industry, we recognise that there is work to be done to ensure more equal representation at our senior operational roles in the Republic of Ireland.

We began our work in 2022 on improving our talent attraction strategies and broadening the pools of talent we attract to seek more diverse shortlists. We have collaborated with peers across our sector in focusing on attracting young and more diverse talent into our industry and whilst we have seen an increase in gender diversity in our early career applications and hiring, we recognise that this will take time. In addition to hiring practices, we have also invested in improving the welfare facilities across all our sites to make the conditions more welcoming and suitable for all of our colleagues.

At Breedon we actively listen to our colleagues to help us make improvements across all areas of our business. We will continue to work hard to continuously increase diversity, inclusion and equality across all levels and ensure that we remain a welcoming place for all who work here.



Caroline Roberts
Group People Director
Breedon Group plc



Gender pay gap explained

This is the difference between the hourly rate of pay of men and women, expressed as a percentage of the men's hourly pay rate. The gender pay gap is reported on both a mean (average) and median (mid-point on a distribution) basis.

Snap shot date

The metrics in our report show our overall gender pay and bonus gap based on hourly rates of pay as of the snapshot date of 30 June 2023, and bonuses paid in the year to 30 June 2023.

Mean vs. Median.

The reporting requirements use both the median and the mean to capture different views of pay distribution across the business. The mean is an average and can be distorted by even a small number of extremes and measures both high and low. The median is the mid-point and is not affected by these extremes.

At Breedon we actively listen to our colleagues to help us make improvements across all areas of our business. We will continue to work hard to continuously increase diversity, inclusion and equality across all levels and ensure that we remain a welcoming place for all who work here.

Pay quartiles

Pay quartiles are worked out by splitting the whole workforce into four equal-sized bands based on hourly pay rates, from lowest to highest. The percentage of men and women in each of those four bands is then calculated.