

The logo for Kilsaran, featuring a stylized 'K' in a light blue color followed by the word 'ilsaran' in a dark blue, sans-serif font.

Kilsaran

PRECAST

GENDER PAY GAP REPORT 2024

Kilsaran Precast Ltd

Kilsaran Precast offers a full-service solution from building design and manufacture, through to installation. Our fully automated plant is not constrained by static moulds and is completely BIM orientated, producing quality assured precast products.

Kilsaran provides a full range of high-quality Precast products including Twin Wall, Solid Wall, Beams, Stairs and Landings for a wide range of construction industry sectors.

We have manufacturing plants in Oranmore, Co Galway & Brownstown Co Kildare.

Gender Pay Gap Report 2024

Gender pay gap reporting is now mandatory for all organisations in Ireland, both public and private, with 150 employees or more.

What is the Gender Pay Gap?

The gender pay gap is the difference between the average hourly wages of men and women in an organisation, regardless of their seniority.

The gender pay gap is not the same as equal pay; it is a different but connected issue.

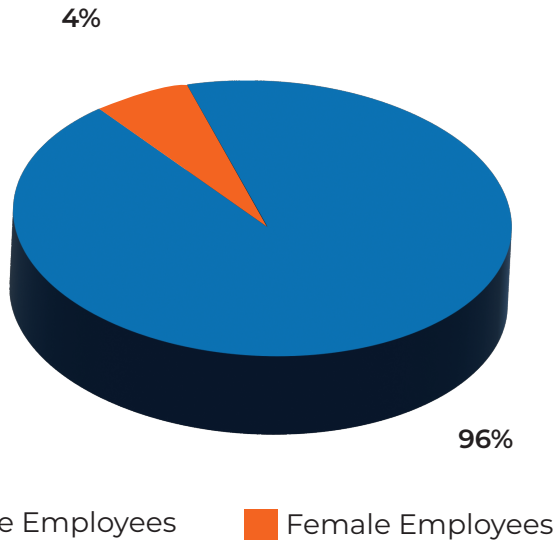
It compares the pay of all working men and women; not just those in similar jobs, with similar working pattern or with similar competencies, qualifications or experience.

There are two ways in which we report and calculate our gender pay gap – as a mean percentage and as a median percentage.

The mean is the average figure when you consider the hourly pay for all men and women, i.e., the difference between the average hourly pay for all men and the average hourly pay for all women.

The median is the figure that falls in the middle of the range when all hourly pay is stacked from lowest to highest. The median gender pay gap is the difference between the middle figure for all women's hourly pay and middle figure for all men's hourly pay.

Gender Balance



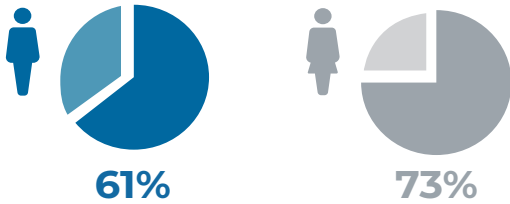
As a traditionally male-orientated industry, we understand that increasing the number of women in our business is a challenge. To this end we are putting in place initiatives to promote greater female participation and integration into the Company.

We have a very small number of part-time employees (5), all of which are female.

Catagory Percentage	Percentage
The Mean Gender Pay Gap	(11.2%)
The Median Gender Pay Gap	(14.8%)
The Mean Bonus Gender Pay Gap	0%
The Median Bonus Gender Pay Gap	0%
Part Time Hourly Remuneration - Mean	0%
Part Time Hourly Remuneration - Median	0%
Temporary Hourly Remuneration - Mean	0%
Temporary Hourly Remuneration - Median	0%

The higher mean and median rate for female employees results from males employed marginally in more manufacturing / site-based work whilst female employees are predominantly employed in office- based roles, which generally include higher paid Design, Finance, Quantity Surveying, Administration and Clerical Roles.

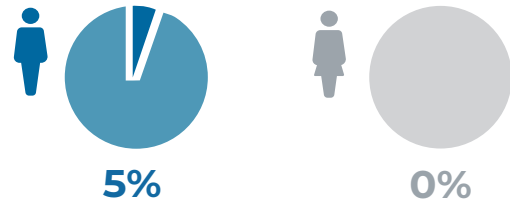
BONUS PAID PROPORTIONS



61% of Men and 73% of Women received a bonus.

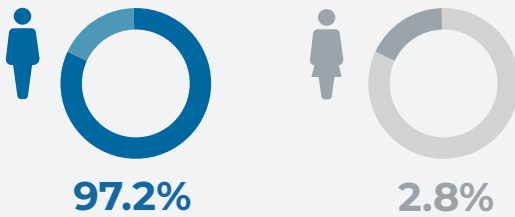
Bonuses are paid after 1 year of service.

BIK PAID PROPORTIONS

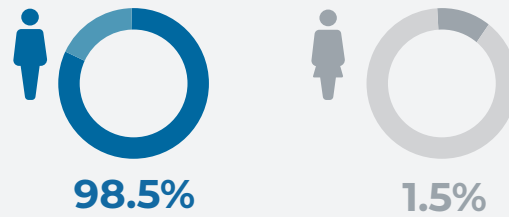


5% of Men and 0% of Women paid BIK

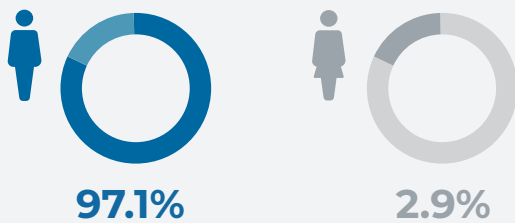
LOWER Q1



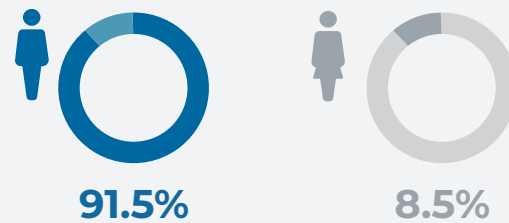
LOWER MIDDLE Q2



UPPER MIDDLE Q3



UPPER Q4



The pay quartile analysis assesses the distribution of men and women across each quartile of the business with hourly data organised from the lowest in Quartile 1 to the highest in Quartile 4.

This examination helps to understand how men and women are represented at different pay levels within the organisation.

Our Actions

Gender imbalance within our industry is a persistent challenge, however, we are steadfast in our commitment to implementing tangible and sustainable measures to address this issue.

We truly believe that progress towards achieving a better gender balance is attainable and we continuously seek innovative ways to attract more women to our organisation.

We continue to develop our recruitment strategy to ensure we are attracting the best talent while supporting women considering a career in construction.

We appreciate the value of having a diverse workforce as this will improve internal expertise and also drive retention and employee satisfaction.

Our continued relationships with the educational sector and local communities promote and encourage men and women to view our industry as an attractive and worthwhile career choice.

We have a diversity and inclusion policy as well as a dignity and respect at work policy. These policies are well communicated to all staff. These policies provide the framework for facilitating a safe working environment for inclusion of all, irrespective of gender, background, ethnicity, and any other protected characteristics.

Attracting, retaining, and developing female employees will remain a priority in Kilsaran Precast.

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