

The logo for Kilsaran, featuring a stylized 'K' in blue and grey followed by the word 'ilsaran' in blue. The background consists of large, overlapping geometric shapes in blue and grey.

Kilsaran

Gender Pay Gap Report 2022



Gender Pay Gap Report - Kilsaran Concrete

Kilsaran Concrete is a provider of innovative concrete projects for home and construction projects including concrete, paving and asphalt supplies. Kilsaran welcomes Gender Pay Gap Reporting; it is highlighting a critical area of our industry and an important step in encouraging change for the future.

This Gender Pay Gap Report is based on data as of 30th of June 2022.

Gender Pay Gap legislation requires employers with 250 or more employees to publish statutory calculations every year showing the difference between the average earnings of men and women within our business.

Gender pay gap is different to equal pay. The gender pay gap shows the difference in average pay between men and women. Equal pay requires that men and women who carry out the same or similar jobs; or work of equal value, are paid the same.

In Kilsaran, we review pay to ensure that there is consistency between roles and employees within roles; in this regard, we believe we are an equal and fair employer.

We believe that, at Kilsaran, we do not have an issue in terms of pay equality, but like so many other construction companies, the key driver of our gender pay gap is the challenge we face to attract females into the sector and retaining them throughout their career. This results in fewer females in senior positions than we would like. The lack of representation at all levels is the main driver of our pay gap reporting results.

Our Business

Founded in 1964 by the late Patrick McKeown in the village of Kilsaran in County Louth, Kilsaran International has grown considerably to become Ireland's largest independent manufacturer of a range of concrete products.

The Road Surfacing Division was introduced in 1967, followed in 1994 by the Paving Division in Clonee, Co. Meath and in 1996 with the Dry Products division in Brownstown, Co. Kildare. In 2011 Kilsaran opened the first of its offices in the UK.

At Kilsaran, we are trusted by businesses and contractors alike to produce quality construction materials that are fundamental in the creation of our national infrastructure, including large commercial buildings, domestic and agricultural construction, office blocks and major road networks.

Proud to be a member of the Guaranteed Irish family of brands, the Kilsaran Group currently employs more than 500 people at numerous locations around the country. Finding the best solutions for all our customers and bringing innovative and unique products to the market is what drives and motivates us. 'Ideas taking Shape' is what we call it.

Median & Mean Pay Gap Terminology

- The median pay gap is the difference in pay between the middle-ranking woman and the middle-ranking man. If you place all the men and women working at a company into two lines in order of salary, the median pay gap will be the difference in salary between the woman in the middle of her line and the man in the middle of his.
- Mean pay gap The mean pay gap is the difference between a company’s total wage spend-per-woman and its total spend-per-man. The number is calculated by taking the total wage bill for each and dividing it by the number of men and women employed by the organisation.

Kilsaran Concrete - Gender Pay Gap Report:

Gender Balance



Male 89.79% Female 10.21%

The Figures set out below have been calculated using the standard methodologies used in the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information Regulations 2022).

Category	Percentage
The Mean Gender Pay Gap	(0.61%)
The Median Gender Pay Gap	(7.15%)
The Mean Bonus Gender Pay Gap	18.05%
The Median Bonus Gender Pay Gap	(11.94%)
Part time hourly Remuneration – Mean	(27.91%)
Part time hourly Remuneration – Median	(20.65%)
Temporary Hourly Remuneration – Mean	24.78%

Category	Percentage
Temporary Hourly Remuneration – Median	17.00%
The Proportion of Males Receiving a Bonus Payment	69.61%
The Proportion of Females Receiving a Bonus Payment	64.18%
The Proportion of Males paying BIK	18.00%
The Proportion of Females paying BIK	22.39%

Pay Quartiles by Gender

Band	Males	Females	Description
1 Lower	82.93%	17.07%	Includes all employees whose standard hourly rate places them at or below the lower quartile
2 Lower Middle	96.95%	3.05%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
3 Upper Middle	93.29%	6.71%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
4 Upper	85.98%	14.02%	Includes all employees whose standard hourly rate places them above the upper quartile

Kilsaran Concrete is fairly successful in attracting female applicants for roles in its support functions. However, the proportion of women applying for operational & senior management roles is relatively small.

Kilsaran Concrete is fully committed to promote gender diversity in all areas of its workforce:

- Aim to promote Kilsaran Concrete, and the construction industry in general, as an attractive career prospect regardless of gender at various educational establishments and job fairs.
- Endeavour as a Company to take a leading role to encourage where possible the next generation of talent, particularly young females, to pursue a career in construction.

- Retain and advance our existing female employees through further education, training & development and career progression.
- Encourage females to apply for Kilsaran's various positions/vacancies and to promote the inclusion of women in construction through engagement with local schools, colleges and universities.

Our Action Plan

We are committed to retaining and advancing our existing female employees as well as continuing to play our part in addressing the challenge of attracting females into the wider construction sector. We want to address the gender pay gap by building a more equal, diverse and inclusive workplace and are committed to continuously monitoring and addressing the barriers that exist for females in pursuing a long-term career in the construction sector.

Through our Learning & Development forum partnered with Irish Management Institute and various other educational institutions, we will identify approaches to attract both graduate and experienced hires that improve the gender balance within the Organisation. To strive towards a diverse and inclusive workplace this year we conducted our first employee engagement survey, which provided a valuable insight into how we can improve and has allowed us to establish a baseline for future years. As a result, this year we have launched our Diversity & Inclusion Research Team with the aim to organise four events per year which would be aimed at recognising our multicultural workforce and promoting diversity and inclusion in the workplace.

We at Kilsaran Concrete understand that the disparity with gender balance is not something that we can fix in the short term but are looking to address this issue in the medium to long term basis. We will review our recruitment practices and any future graduate or apprenticeship programs we deliver, whilst continuously looking to see how we can attract more females into our business in the future.

