

# Gender Pay Gap Report

Kilsaran Precast





## Overview

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 Precast 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. As at our snapshot date of 30<sup>th</sup> June 2025, we have manufacturing plants in Oranmore, Co. Galway & Brownstown, Co. Kildare.

## Gender Pay Gap Report 2025

Gender Pay Gap reporting is now mandatory for all organisations in Ireland, both public and private, with 50 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.

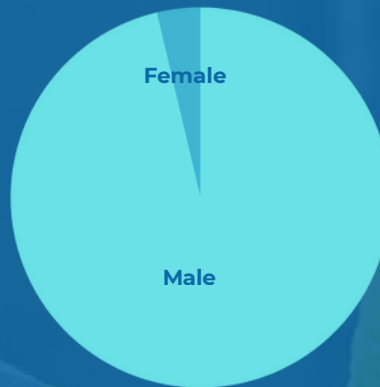
There are two ways in which we report and calculate our Gender Pay Gap – as a mean percentage and as a median percentage.

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.



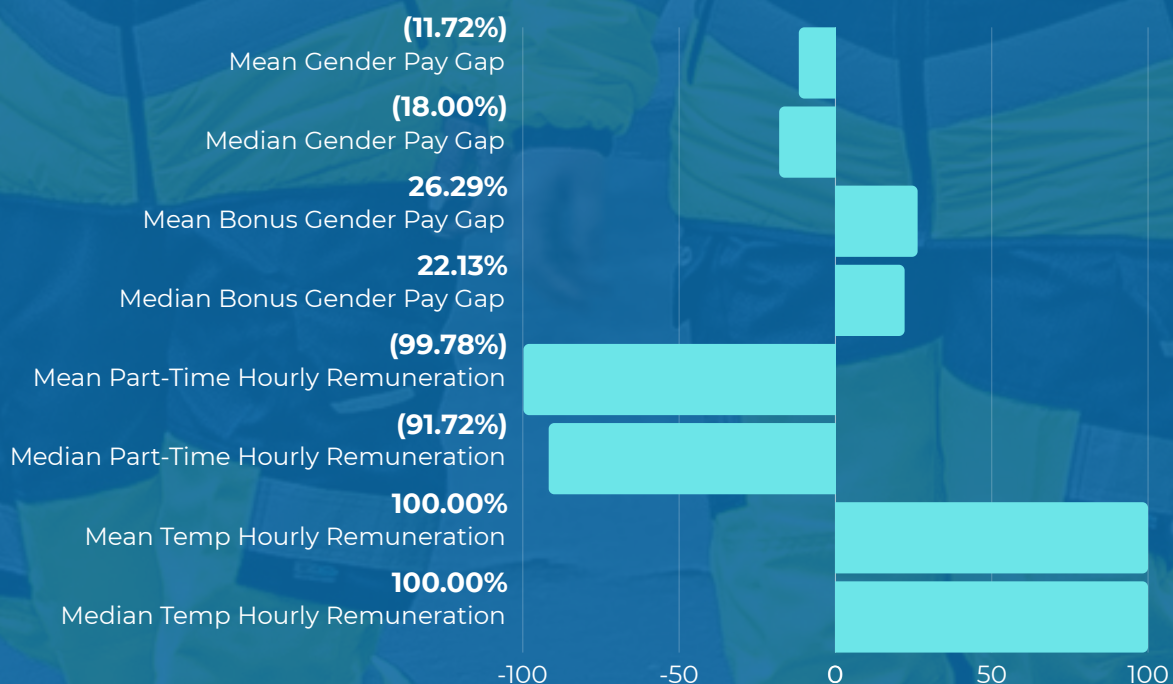
## Gender Balance of 297 Total Employees



Male Employees: **96.30%**    Female Employees: **3.70%**

As a traditionally male-oriented industry, we recognize the importance of creating a more balanced and inclusive workforce. While increasing the number of women in our business presents challenges, we view this as an opportunity for growth and innovation. We are proud to be implementing targeted initiatives designed to attract, support, and retain female talent. These include apprenticeship programs, career development pathways, and inclusive workplace practices that foster equal opportunities. Our goal is to ensure that women not only join our organization but thrive and contribute meaningfully to its success.

## Kilsaran Precast Limited Gender Pay Gap Report

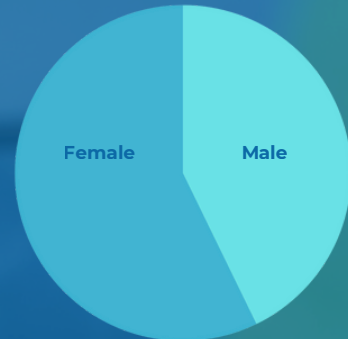


\*The figures above have been calculated using the standard methodologies used in the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information Regulations 2022).



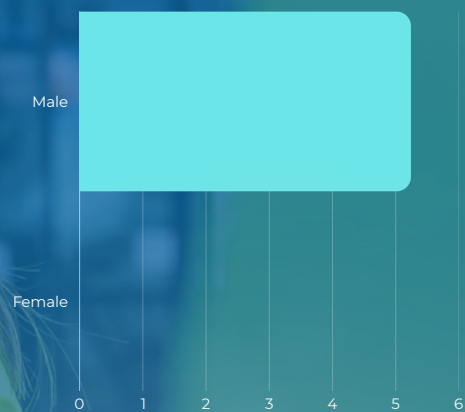
## Percentage Receiving Bonus by Gender

**Male:** 61.19%  
**Female:** 81.82%



## Percentage Paying BIK by Gender

**Male:** 5.24%  
**Female:** 0.00%



## Pay Quartiles by Gender

### Lower

**Male:** 98.65%  
**Female:** 1.35%

### Lower Middle

**Male:** 95.95%  
**Female:** 4.05%

### Upper Middle

**Male:** 97.3%  
**Female:** 2.7%

### Upper

**Male:** 93.33%  
**Female:** 6.67%





Pay distribution is shown in the above quartiles. The quartiles are calculated by dividing the entire Kilsaran Precast workforce into four equal bands based on hourly pay from the highest (upper) to the lowest (lower). The above graph shows the percentage of male and female employees who sit in each band. Kilsaran Precast has a female workforce of 3.70% (11 female employees) and the top two quartiles have an average of 4.69% female employment – we continue to try to attract more female employees into our business.

## Our Action Plan

Gender imbalance within our industry remains a challenge, but we are proud of the progress we have achieved and remain committed to driving future sustainable change.

- **Recruitment Strategy:** Over the past year, we have enhanced our recruitment processes, resulting in an increase in female hires compared to previous years. We continue to target diverse talent pools and support women considering a career in construction.
- **Retention and Development:** Our focus on creating an inclusive environment has improved retention rates among female employees. We have introduced apprenticeship programs and career development initiatives.
- **Educational Partnerships:** Strengthened relationships with educational institutions and local communities have increased awareness of opportunities in our industry.
- **Bonus and Pay Equity:** We are proud to report that 81.82% of female employees received bonuses compared to 61.19% of male employees, demonstrating our commitment to equitable recognition and reward.

Attracting, retaining, and developing female employees will remain a priority for Kilsaran Precast, and we are confident that our continued efforts will deliver even greater progress in the years ahead.