

**New Gender Pay Gap Legislation** requires **PJ Hegarty** to report on gender pay for the first time under a number of benchmarks. Our results are based on data for the twelve months period ending 30 June 2022.

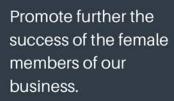
**The construction sector** worldwide has a much higher percentage of males than other industries and improving female representation continues to be a challenge. PJ Hegarty is no different in this regard and females are underrepresented in senior positions in our organisation, which effects our gender pay metrics.

**Gender pay** is different from equal pay for equal work. The gender pay gap measures the difference in average pay between men and women. We review salaries regularly to ensure consistency across roles and we believe in being an **equal and fair employer**.

## What is PJ Hegarty doing to address the gender pay gap?

PJ Hegarty is committed to the principles of **equal opportunity and equal treatment** for all employees and continue to look at ways of increasing female participation in our company and wider industry.

Some approaches to close the gender gap include the following 🗸







Expansion of our flexible working scheme to make the industry more appealing to females



Extend further our program of school and college visits to help students better understand the modern construction sector



Continue Investing resources in improving Diversity and Inclusion throughout the organisation

## **PJ Hegarty Metrics for 2022**

%	The Gender Pay Gap in hourly Mean Gender Pay Gap Median Gender Pay Gap	pay 2022 26% 29%	>	Figures represent difference in female earnings expressed as a percentage of male earnings
%	Benefit in Kind Male Female	40% 9%	>	Proportion of individuals who receive a Benefit in Kind
%	Bonus Male Female	100% 100%	>	Proportion of individuals who receive a bonus through payments or vouchers
%	Gender Pay Gap  Mean Gender Pay Gap  Median Gender Pay Gap	60% 0%	>	Figures represent difference in female earnings expressed as a percentage of male earnings

## Pay Quartiles by Gender

