



PJ Hegarty & Sons Gender Pay Gap 2022

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 ✓

Promote further the success of the female members of our business.



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 pay 2022

%	Mean Gender Pay Gap	26%	➤	Figures represent difference in female earnings expressed as a percentage of male earnings
	Median Gender Pay Gap	29%		

Benefit in Kind

%	Male	40%	➤	Proportion of individuals who receive a Benefit in Kind
	Female	9%		

Bonus

%	Male	100%	➤	Proportion of individuals who receive a bonus through payments or vouchers
	Female	100%		

Gender Pay Gap

%	Mean Gender Pay Gap	60%	➤	Figures represent difference in female earnings expressed as a percentage of male earnings
	Median Gender Pay Gap	0%		

Pay Quartiles by Gender

