

GENDER PAY GAP

Report 2024



Introduction

Since our establishment in 1925, PJ Hegarty has consistently been one of Ireland and the UK's most progressive building and civil engineering companies. With a workforce of over 500 dedicated professionals, we pride ourselves on fostering an environment of excellence, innovation, and collaboration. Our commitment to diversity, equality, and inclusion (DEI) is central to our success, ensuring everyone in our organisation feels valued, respected, and empowered to contribute their unique perspectives.

This report, our third annual Gender Pay Gap Report, reflects our ongoing dedication to transparency and accountability under the Gender Pay Gap Information Act 2021. It provides a detailed analysis of the gender pay gap data for the twelve months ending 30th June 2024. At PJ Hegarty, we view this report not as a compliance exercise but as an opportunity to reflect on our progress and identify actionable steps to achieve greater gender equality within our organisation.

The construction industry remains male-dominated, presenting challenges in achieving gender parity across

all levels. Like many in our sector, we face a disparity in gender representation in senior roles, which influences our pay gap. While we recognise that addressing these challenges takes time, we remain resolute in making measurable and meaningful progress in increasing gender diversity across all levels of our business.

We acknowledge that diversity is a driver of innovation and performance, and closing the gender pay gap is critical to achieving a workforce that reflects the diverse communities we serve. This report outlines our efforts over the past year and highlights the concrete steps we are taking to build a more equitable future. We are proud of our advances in driving diversity and inclusion and are energised by the road ahead as we continue to embed DEI into our culture, policies, and practices.

PJ Hegarty remains steadfast in our aspiration to lead by example in the construction industry and to play a proactive role in fostering a more inclusive, equal, and diverse sector for generations to come.

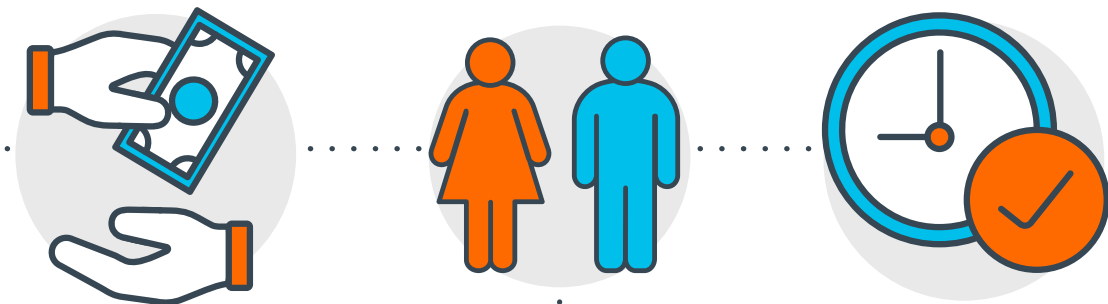


Understanding The Gender Pay Gap

The Gender Pay Gap report provides an opportunity to measure and understand gender representation and pay disparities. It is important to clarify that the gender pay gap does not indicate unequal pay for equal work; instead, it reflects the distribution of men and women across roles and seniority levels within an organisation.

The gender pay gap measures the difference in the average (mean and median) hourly pay between men and women, regardless of their specific roles or responsibilities.

At PJ Hegarty, our gender pay gap is calculated by:



MEAN GENDER PAY GAP:

The percentage difference between the average hourly pay for men and women.

MEDIAN GENDER PAY GAP:

The percentage difference between the midpoints in the ranges of hourly earnings of men and women.

EQUAL PAY VS GENDER PAY

While the gender pay gap focuses on overall averages, equal pay is a legal requirement that ensures that men and women are paid equally for performing equal or comparable work. Equal pay is set out in the Equality Act 2010.

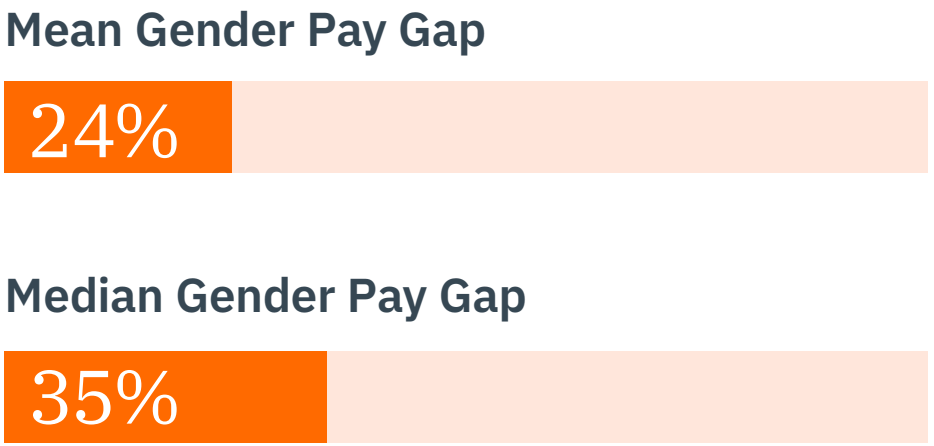
PJ Hegarty is committed to equal opportunity and treatment for all employees. We continue to champion increasing women's representation in our company and the broader construction industry.



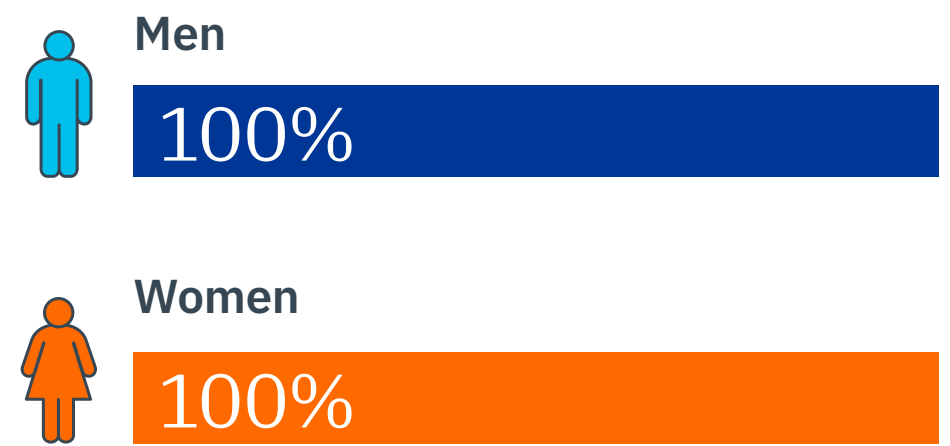
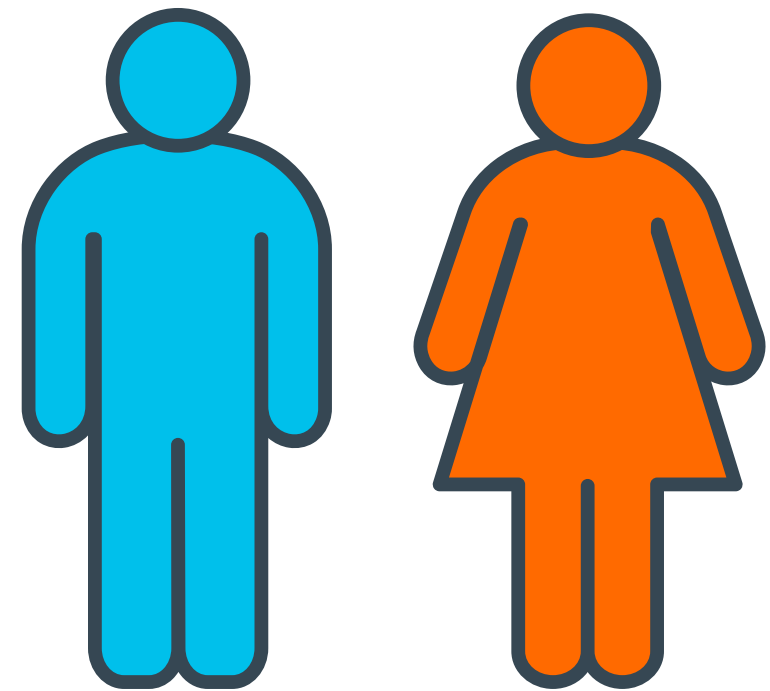
Our 2024 Gender Pay Gap Metrics

GENDER PAY GAP HOURLY PAY

The gender pay gap in hourly pay shows the mean and median hourly full-pay earnings of females and males in PJ Hegarty. The figures represent difference in female earnings expressed as a % below male earnings.

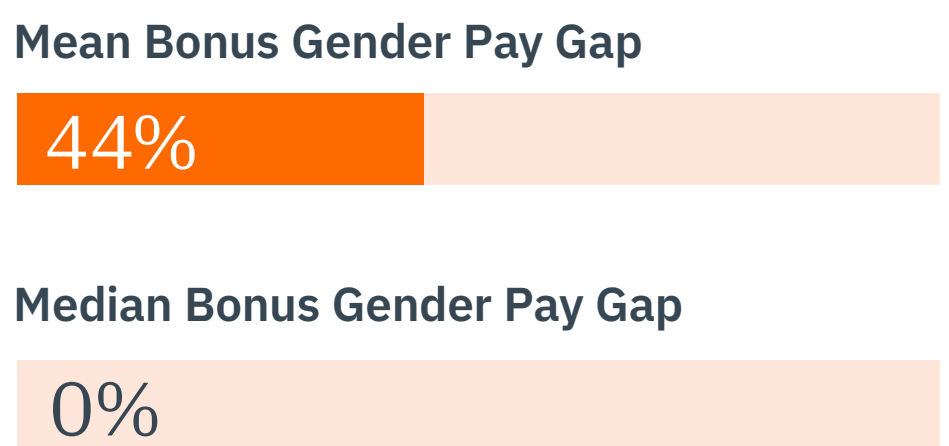


BONUS



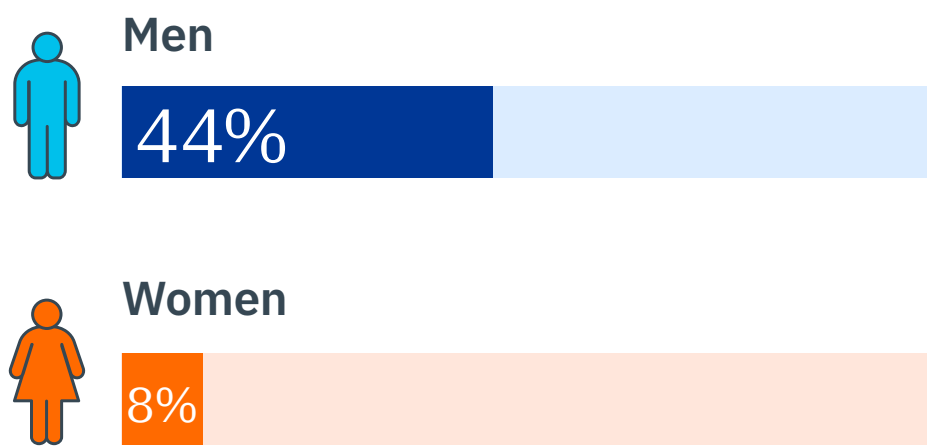
BONUS GENDER PAY GAP

The figures represent bonus payments to females expressed as a % lower than bonus payments to males.



BENEFIT IN KIND

Proportion of individuals who receive a Benefit in Kind.



PAY QUANTILES BY GENDER

QUANTILE	MEN	WOMEN
Upper Quartile	90%	10%
Upper Middle Quartile	92%	8%

QUANTILE	MEN	WOMEN
Lower Middle Quartile	82%	18%
Lower Quartile	66%	34%

How We Are Closing The Gap

ATTRACTING TALENT

To ensure we attract more women into our business and create a pipeline of women leaders for the future, we have attended female focused STEM recruitment events and participated in the All-Ireland STEM Passport for Inclusion programme.

STUDENT OUTREACH

To overcome the gender diversity challenges faced by the construction sector, PJ Hegarty plays its part in encouraging more young women to consider a future in the industry through in-person talks and Q&A sessions at secondary-level schools within our communities.

DIVERSITY

PJ Hegarty was awarded Silver in the Investors in Diversity in March 2023, reinforcing our commitment to increasing our DEI agenda within our teams. We have embarked on our “Journey to Gold”, which we hope to achieve in 2025.

TRAINING

PJ Hegarty provides a range of DEI-focused training throughout the calendar year, which forms part of our DEI communication strategy, including Unconscious Bias, Leadership and Emotional Intelligence training.

RECRUITMENT

We review job descriptions to ensure the language used is inclusive and gender neutral. Through our DEI journey, we continually improve our interview process, ensuring diverse panels to help eliminate bias and disrupt homogenous thinking.

POLICIES

We have a host of policies in place within PJ Hegarty to support our workforce, such as enhanced maternity leave, adoptive leave, paternity leave, parents leave, bereavement and compassionate leave.

WELLBEING

The health and wellbeing of all our staff is paramount to us and is supported by our Work-Life Balance, Remote Working and DEI policies. We also hold events and campaigns throughout the calendar year focusing on mental and physical health.



Closing The Gap in Action

Throughout 2024, PJ Hegarty has continued to invest in initiatives that promote gender diversity and inclusion within our company and the broader construction industry. Our efforts focus on creating opportunities for women and underrepresented groups, inspiring the next generation of talent, and fostering an inclusive workplace culture.



INTERNATIONAL WOMEN'S DAY

As a proud Gold Sponsor of the Construction Industry Federation's International Women's Day event, PJ Hegarty reinforced our commitment to advancing gender diversity in construction. This year, our Head of HR participated in a panel discussion titled 'Inspiring Inclusion in the Workplace', where industry leaders shared strategies for creating opportunities for underrepresented groups and driving gender equality in construction. We annually support this event to reinforce our commitment to greater female representation in the industry and to showcase and appreciate the great women we have within our organisation.



STEAM-IN-A-BOX PROGRAMME

We understand the importance of fostering an interest in Science, Technology, Engineering, Arts, and Mathematics (STEAM) from a young age. In 2024, PJ Hegarty supported the STEAM-in-a-Box Programme at all-girls schools in inner-city Dublin. Through fun, hands-on activities, we engaged with students to inspire a passion for STEAM subjects and challenge perceptions of construction careers. By targeting younger audiences, we hope to encourage more women to pursue education and careers in these critical fields.



STEM PASSPORT FOR INCLUSION

PJ Hegarty proudly participated in the All-Ireland STEM Passport for Inclusion programme in 2024 in partnership with Maynooth University and other leading organisations. This initiative addresses barriers to STEM careers for secondary school students from socially disadvantaged communities. Our Head of HR mentored three female students, providing guidance on career paths and insights into the construction industry. This mentorship forms part of a larger programme that helps students earn a Level 6 qualification and access third-level education in STEM fields.

We were honoured to contribute to this initiative, which creates pathways for young women to enter the construction industry and pursue meaningful careers.



WOMEN IN CONSTRUCTION ERG

Our Women in Construction Employee Resource Group (ERG) is a vital, employee-led initiative that enhances inclusivity at PJ Hegarty. This company-supported group, created in 2024, connects women within the organisation, helping them prosper and reach their full potential. The ERG is committed to increasing female representation, supporting career progression, and improving retention and engagement while increasing success at senior levels.

By fostering a supportive environment, the ERG ensures women's voices are heard on key matters while providing access to resources, training, and development opportunities. Its overarching vision is to create a diverse and inclusive construction industry where women are empowered, respected, and have equal opportunities for growth and success.



STEM WOMEN RECRUITMENT

In 2024, PJ Hegarty participated in the annual STEM Women Recruitment Fair, connecting with talented female graduates in STEM fields. This event allowed us to showcase the diverse career opportunities in the construction industry and attract top female talent to our business. It is widely known that construction is lagging other sectors in relation to diversity, and it is paramount to us that we attract diverse individuals into the industry, which will increase diversity within our talent pipeline.

By engaging with a community of skilled professionals, we aim to address gender representation challenges and strengthen the pipeline of women entering our sector.



 P.J. Hegarty & Sons
Davitt Road
Inchicore
Dublin
D12 CH22
Ireland

 + 353 (0) 1 455 6270

 pjhdublin@pjhegarty.ie

 www.pjhegarty.ie