bretland

GENDER PAY GAP REPORT

2025

BRETLAND CONSTRUCTION LTD

www.bretland.ie

BRETLAND'S COMMITMENT TO EQUALITY, DIVERSITY AND INCLUSION

At **Bretland Construction**, we believe that true inclusion begins with respect - creating a workplace culture where every individual feels valued, supported and empowered to thrive. We are committed to promoting fairness and equal opportunity thus ensuring transparency and equity in how we reward our people.

The **Gender Pay Information Act 2021** requires organisations to publish data on gender pay gaps based on defined criteria.

Our **Gender Pay Gap Report** provides a comprehensive overview of our current pay and benefits data across the company. It outlines the contributing factors behind any pay disparities, assesses the actions we've taken in the past year and showcases the steps we are planning to ensure continued improvement.

At Bretland , we are continuously working to build a more inclusive and diverse workplace. With the support of our **HR and Learning & Development Team,** we are actively focused on attraction and retention strategies within all levels, particularly increasing opportunities for women in Senior Leadership roles. Although the figures presented may not fully capture the efforts and progress we've made, we are and will remain committed in pushing for positive change. We are proud of our journey so far and are focused on making lasting improvements across the organisation.

HOW DOES THE GENDER PAY GAP DIFFER FROM EQUAL PAY AND WHY DOES IT EXIST

At **Bretland Construction**, we provide equal pay to employees performing the same roles. However, the **Gender Pay Gap** reflects the difference in average hourly earnings between men and women across the entire company - not differences in pay for the same job.

Since senior roles typically attract higher pay than junior roles, having fewer women in those higher-level positions tends to widen the overall gender pay gap.

Our latest data highlights a noticeable **Gender Pay Gap** largely influenced by the disparity in **Hourly Pay Levels.** This continues to stem from the underrepresentation of women in senior roles within our organisation and largely seen within the construction Industry. The CIF have launched a year long awareness campaign to promote gender balance amongst its members and the wider industry.

" Increasing female participation to 25% of the total workforce by 2030 will be very challenging, however, we have met similar challenges in the past. Together, we can achieve this essential goal to the benefit of our companies, our industry and Irish society generally" *Jean Winters, Director, Industrial Relations & Employment Services, CIF*

Bretland recognises that both our industry and our own organisation still have a long way to go, and while the numbers may not yet reflect our full progress, we are taking deliberate steps towards creating a more inclusive workplace. Through our internal L&D programmes, new policies and clear goals we are committed in driving real and lasting change.

Bretland are actively working to make construction a more appealing and accessible career choice for women. This includes taking action to reduce barriers, enhance visibility of female role models and support career advancement. In 2024, we noted a modest but meaningful rise in the percentage of women represented in our upper pay quartile which is a sign of progress.

Looking forward, we remain optimistic. As more women take up key roles and share their diverse experiences and career progression, we aim to inspire others, helping them envision what a **future in construction** can look like and indeed what's possible.

REPORT FINDINGS

Gender Pay Gap Data for Hourly Pay

MEAN
27%

MEDIAN
36%

Proportion that receive bonus

MALE 15% of our workforce

FEMALE 5% or our workforce

The bonus calculations relate to amounts received in the 12 months prior to the snapshot date.

Proportion that receive BIK

MALE 48% of our workforce

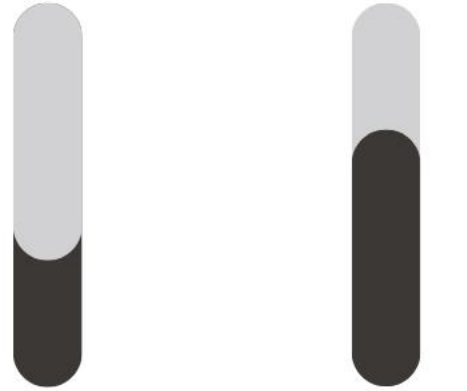
FEMALE 20% or our workforce

Emplolyee head cound in a snapshot period

MALE 80% of our workforce

FEMALE 20% or our workforce

Bonus Gender Pay Gap Data



MEAN
97%

MEDIAN
67%

Gender Distribution by Quartile 2025

REFLECTING ON OUR PERFORMANCE

- We are committed to boosting female representation within senior roles to over **15%** within the next two years. We will continue to identify and develop high potential female employees for leadership roles. We recognise that a diverse workforce brings broader perspectives, improves decision-making, drives innovation and enhances problem-solving.

- We are working towards achieving a **Great Place to Work Certification** with the intentions to demonstrate a strong, positive, and supportive work environment for women by ensuring minimal gender disparities in trust, opportunities, and leadership.

- Continuing to enhance our relationships with **Colleges** to attract diverse top talent and promote rewarding careers within the Construction Industry while encouraging growth through continuous learning and development within our teams.

- We remain focused on creating a culture where employees can **succeed**. We are committed to building an inclusive culture and a supportive environment. Employee wellbeing is central to our approach.

bretland

GET IN TOUCH

Contact Number
046 9733791

Email Address
HR@bretland.ie

Address
10A Eden Trading Estate, Edenderry, Co Offaly, R45 E294
Ireland