

## Gender Pay Gap Report 2023/24

Brehehy Civil Engineering Ltd prides itself on being a modern, well run and inclusive business, which encourages and nurtures all its employees, regardless of their background, ethnicity or gender, and provides the best possible basis on which they can maximise their potential to have successful and fulfilling careers. However, as a Civil Engineering contractor, we operate in an industry which statistically has one of the highest gender pay gaps in favour of men. As a consequence, like other civil engineering contractors of our size, our gender pay gap data shows that we need to do more to create opportunities to help women to progress.

As a business, we have always fostered a culture of trying to promote from within and have been very successful as a result. Our statistics on staff retention highlights this, and we are proud that a significant number of our senior management team began their careers with us many years ago, at a time when it was almost a totally male dominated industry.

The year reported has shown a slight increase in women in the top tier of the company and a drop in women in the lowest quartile reported. This is encouraging and a step in the right direction, however that women are still under-represented in middle and senior management positions.

It remains a key challenge to make major inroads into the gender pay gap, is to persuade significantly greater numbers of women that Civil Engineering is their career of choice and to bring them into the operations side of the business from a young age. We run a progressive recruitment campaign promoting opportunities for apprentices and junior roles. And in particular encourage women to apply. We are also active locally, in school and college careers fairs, to ensure that our industry appeals equally to men and women in the future.

As an organisation we are proactive in promoting equal opportunities for all. Although this is going to be a slow process, we are already starting to see some encouraging signs, as we have female plant operators, site operatives and technical staff who are starting to successfully progressed into site management and pre-construction roles.

We recognise the challenges faced by women in a male dominated industry and will further improve and enhance our policies in training and talent development to help our female employees to progress. Subject to practicalities and considerations of cost, we will look at ways of improving policies regarding part time work, flexible working arrangements and parental leave on the operational side of the business.

We do not under-estimate the scale of the task ahead, however with the policies and actions we have in place, we are confidence that we will continue to narrow the gap.