

***Our Gender Pay
Gap Report***

Ireland, December 2022

JJ Rhatigan is a leading main contractor at the forefront of the construction industry for 70 years, with offices in Dublin, Galway, Cork, Sligo and London.

The ambitions of the company are clear - to ensure JJ Rhatigan is, and continues to be, the employer of choice for people new to the industry and for those seeking their next opportunity to advance.

We see the evolving role of the company as creating a 'home' for the next generation of skills and passion. This is about so much more than remuneration and benefits; in such a competitive market, people value opportunities, support, success, and the overall culture of the company and JJ Rhatigan is committed to developing the right culture across the team.

Our Gender Pay Gap

The results in this report relate to a reporting period of 30th June 2021 to 29th June 2022. On the snapshot date of 29th June 2022 there were 335 people employed in Ireland by JJ Rhatigan & Company of which 85% were male and 15% were female.

What is the reason for the Gender Pay Gap?

As is typical with our industry the employee base is made up of a higher percentage of men than women. A key driver of our gender pay gap, and the construction sector in general, is the challenge of attracting females into the industry, nurturing and retaining them over the duration of their careers. Within JJR 85% of our employees are men versus 15% women.

Also, most of our female employees are based within our support functions such as HR, Finance, Purchasing, IT whereas most male employees are within the QS, Engineering functions. This is linked to the fact that historically there has been a lower number of female graduates electing for STEM subjects at 3rd level, so therefore the pipeline for recruiting females into these roles is reduced.

Gender Pay versus Equal Pay

We have published our 2022 Gender Pay Gap report in line with government legislation. It outlines the pay gap between men and women in relation to hourly pay rate and bonuses across our workforce, regardless of their role or location. It is different to equal pay which refers to equal pay for equal work in the same role regardless of gender.



What are the measures we take to address the Gender Pay Gap in JJ Rhatigan?

In order to address this gap in the long term we need to take a long term strategic approach to recruitment, learning and development. This includes actively encouraging the next generation of talent, particularly young females to join the construction industry as well as retaining the talented women who are existing employees.

Link with Colleges and Secondary Schools

Education on the varied career opportunities is available to both genders within the industry i.e., project managers, quantity surveyors etc

Talent Acquisition

Enhance our talent acquisition strategy to attract the best talent while supporting women considering a career in construction.

Flexibility

Review our policies in relation to flexibility which will enable all employees to have a better work/life balance. The perceived lack of flexibility within the construction industry could be a barrier to women entering the workforce.

Learning & Development

There is continued focus on our L&D Strategy to ensure that all our staff are supported in the advancement of their career and to develop our pipeline of future talent within JJR. All the time building in flexibility by promoting micro learning options that are “stackable” (add up to a qualification) which increases accessibility to education which is intended to be complementary to attracting women into the construction industry.

Our Culture

JJR is committed to creating an accessible culture and environment, supported by our Senior Leadership Team, that enables all our employees to thrive. To ensure that all our employees have a voice within JJR we conduct regular employee engagement surveys which provide feedback and help us to continue to improve and grow as a business which is welcoming equally to all.

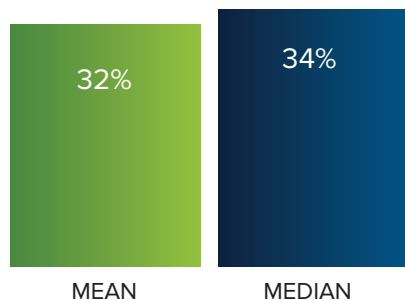
Development of Employee Value Proposition

Here at JJ Rhatigan, we build great things: Award-winning buildings. Fantastic careers. Contacts and skills for life. We understand that working with us is so much more than just a job – it’s being part of a diverse and inclusive team, delivering projects that our employees can be truly proud of.

Our Gender Pay Gap Data in Ireland

The Gender Pay gap shows mean and median hourly full-pay earnings of males and females in JJ Rhatigan & Company

Gender Pay Gap Data for Hourly Pay



Proportion that receive bonus

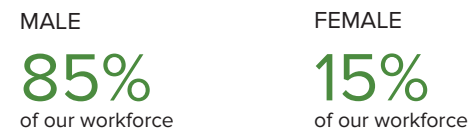


The bonus calculations relate to amounts received in the 12 months prior to the snapshot date.

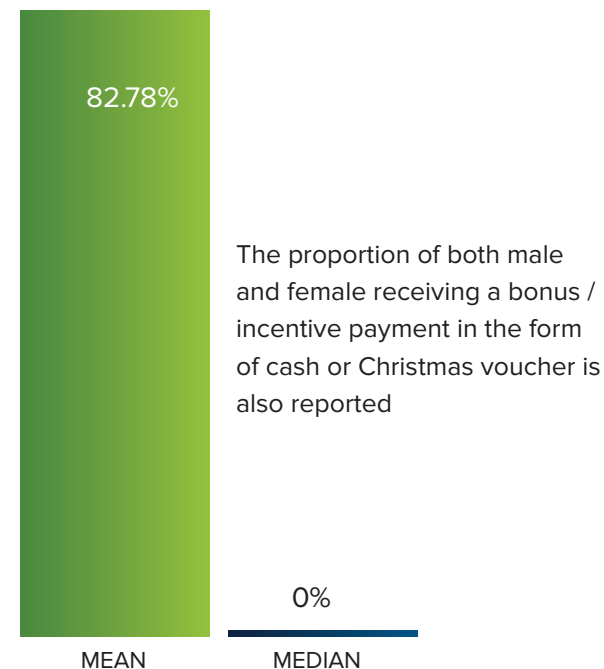
Proportion that receive BIK



Employee head count in snap shot period



Bonus Gender Pay Gap Data



The mean and median calculations are shown to compare bonus payments paid for the 12 months prior to the snapshot date to both male and female.

Gender distribution by Quartile 2021



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