

# 2024 Gender Pay Gap Summary for **BAM** Ireland

BAM Ireland is fully committed to achieving a gender balance that better reflects society and the communities in which we operate.

## At BAM, we're on a mission to make possible.

We're dedicated to creating sustainable environments where people can live, work, and thrive. Although, our results show that BAM and our industry still have a lot of work to do to eliminate the gender pay gap, we are proud of the steps we've taken this year to make our industry more attractive to women.

Our annual gender pay gap report is just one of the measures that helps us check in on our progress. The data in this report presents findings from our consolidated results and our qualifying employing entities; BAM Civil and BAM Building. Our median gap is currently sitting at 18.38 which is fairly static in comparison with our 2023 report.

While we're fully committed to improving female representation throughout the business, we recognise that fewer choose a career in construction. According to the CSO Labour Force Survey<sup>[1]</sup>, women made up just 9% of the construction workforce in Ireland in 2022. Only 5% of skilled tradespeople, and just over 1% of apprentices, are women. These figures clearly demonstrate that more needs to be done to showcase the wide range of opportunities our industry offers. At BAM we have taken several steps to improve the image of construction to show the rewarding career journey construction can offer from working in Antarctica, supporting UK's transition to green energy, to building flood defences protecting thousands of homes and business.

At BAM we believe that committing to your career shouldn't mean that you have to lose out on important life moments. This is why we are proud of the extensive benefits package we launched in 2024, offering everything from: paid time off for your child's first day at primary school, support for those looking to start a family, and flexible arrangements to aid those with caring responsibilities.

After harmonising our terms and conditions across the UK and Ireland, we've implemented a benefits package that delivers the support that our people need and helps to ensure that BAM is inclusive to everyone.

Our early careers offering has been further enhanced by partnering with Engineers Ireland and TU Dublin to deliver a CPD Certificate in Professional Engineering, suitable for all graduate disciplines for a strong start to their professional journey.

To build our pipeline of future talent we've also launched our apprenticeship offering, with specialist, trade, and technical programmes to choose from.

In the wider industry, we've continued our work to support and promote inclusion through initiatives such as sponsoring and talking at key industry events and awards and continuing our own programme of entering team members into awards to celebrate their achievements and provide role models.

We're committed to continuing with this journey, where it's the actions we take as a business combined with the daily efforts of each and every member of the team that will help close our gender pay gap.



**Alasdair Henderson,**  
Executive Director,  
BAM Ireland

<sup>[1]</sup><https://www.sig.ie/women-in-the-irish-construction-industry-statistics-and-facts/>

# What is gender pay gap reporting?

From 2017 in the UK, the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, and in Ireland the Gender Pay Gap Information Act 2021, require any organisation employing 250 or more employees to publicly report its gender pay gap. The gender pay gap is the difference in the average earnings

(measured using the mean and median) between all men and women in an organisation regardless of the roles they undertake. Gender pay gap reporting is not about equal pay. Equal pay concerns differences in the actual earnings of men and women performing work of equal value.

## UK

### What pay is used to calculate this?

Pay is defined in the Regulations and includes:



Basic pay



Paid leave



Full maternity and paternity pay



Full company sick pay



Site allowance



Shift premiums



Oncall / standby allowance



First aider



Bonus pay



Car allowance  
(company cars are not included)

## Ireland

### What pay is used to calculate this?

Ordinary pay is defined in the Regulations and includes:



Salary



Allowances



Shift premiums



Overtime



Pay for sick leave



Salary top-ups for statutory leave



Garden leave pay



Bonus pay

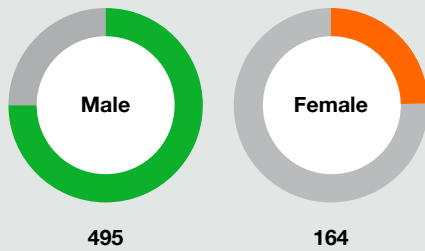
# Our gender pay gap data

## BAM Ireland Consolidated Report \*BAM Civils, Building, Invesis, NI & FM

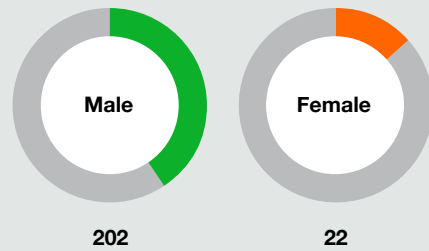


Data collected  
30 June 2024

### Workforce

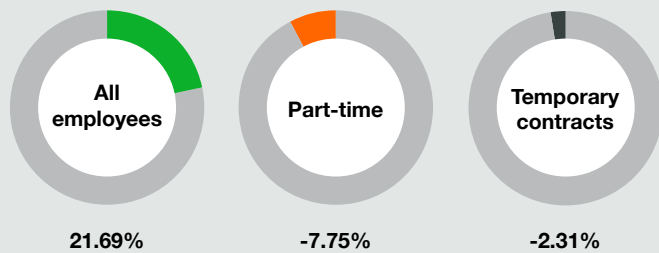


### Benefits in Kind

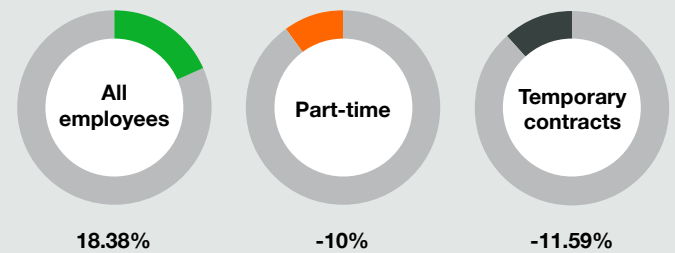


### Remuneration Gender Gap

#### Mean hourly



#### Median hourly



### Quartile pay bands

Respective Percentages of employees who fall within the four quartile pay bands

Male Female

#### Upper



#### Lower Middle



#### Upper Middle

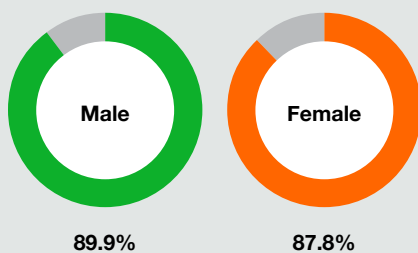


#### Lower



### Bonus Remuneration

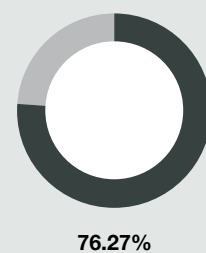
#### Paid bonuses



#### Mean gender bonus gap



#### Median gender bonus gap



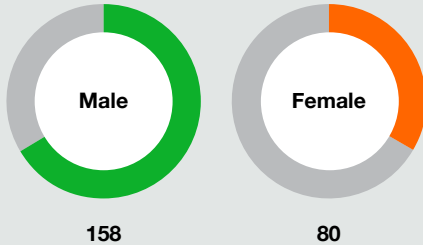
# Our gender pay gap data

## BAM Civil

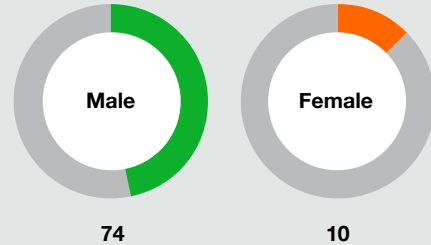


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30 June 2024

### Workforce

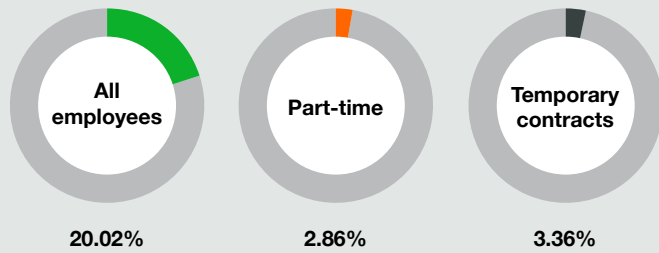


### Benefits in Kind

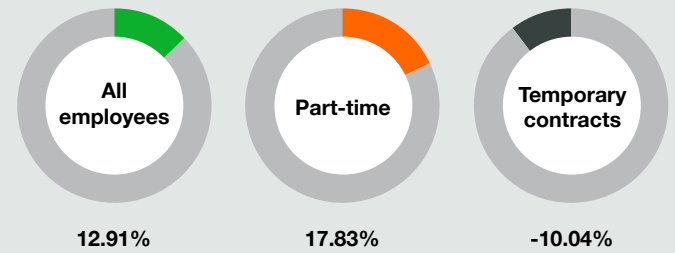


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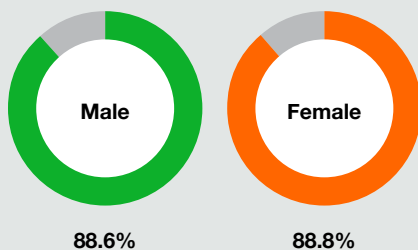


#### Lower



### Bonus Remuneration

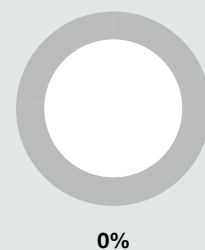
#### Paid bonuses



#### Mean gender bonus gap



#### Median gender bonus gap



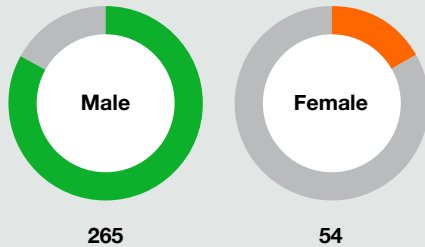
# Our gender pay gap data

## BAM Building

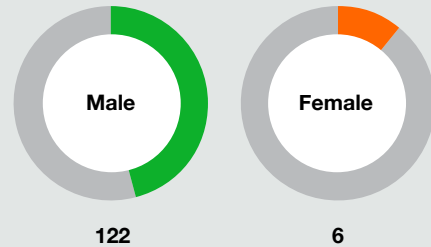


Data collected  
30 June 2024

### Workforce

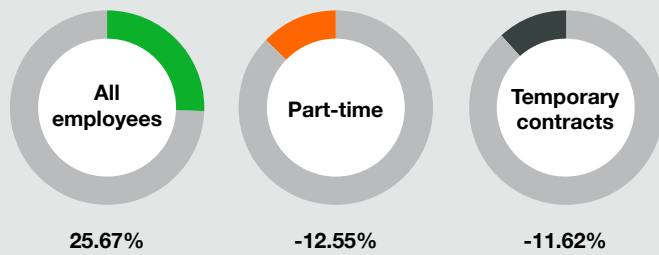


### Benefits in Kind

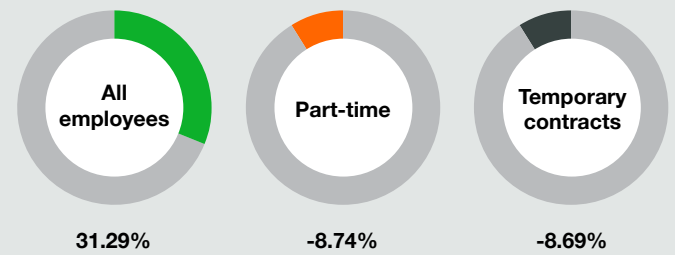


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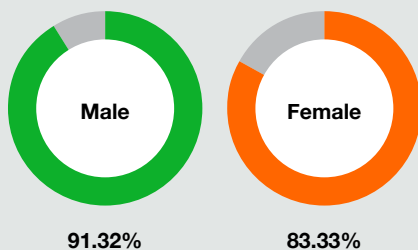


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### Bonus Remuneration

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#### Median gender bonus gap



## Opinion on findings



Despite our efforts, our desire to reduce the gender pay gap for 2024 hasn't been realised. Whilst our median hourly rates have increased, both of the reported genders have tracked similar growth and therefore the median gap looks unchanged delivering a similar gap outcome of 18.23 compared to 18.20 in 2023. This does show parity in our salary awards but is not closing our gap.

Our mean hourly rate has increased by 15.2% for males and 10.4% for females. There has therefore been a smaller percentage increase in the mean hourly rate of pay for females compared with males, and this has led to an increase in the mean pay gap.

There has been an increase in both the mean and median bonus pay gaps, despite a large increase in the percentage of females receiving a bonus (from 29.8% in 2023 to 87.8%). Although the mean bonus amount and median bonus amount is lower than last year for both males and females, the percentage decrease for females is larger than that for males. Females mean bonus amount has decreased by 45.4% compared with 30.37% for males. The female median bonus amount has decreased by 83.87% compared with 59.42% for males. Although there has been a slight increase in the number of females in the third quartile (39 to 40), there has been a decrease in the number of females in the fourth quartile (28 to 22). It is probable that this decrease in number of females in the highest paid quartile (who are mostly likely to receive higher bonuses) has contributed to this increase in the bonus gaps.

## 5 steps we have taken to reduce gender pay gap

01

We recognise that our journey to reducing our pay gap isn't a straight forward one. Fundamentally, having an organisational culture which prioritises a positive employee lifecycle ensuring that we attract, retain, and progress our female talent. This ultimately will lead to a reduction in our gender pay gap as we address the barriers that have meant that women have not had the opportunities to be rewarded as favourably compared to men. **The culture which we need to do so is one we are working towards via our diversity and inclusion strategy.**

02

**We strive for continuous improvement, and, with support of our inclusion partner Equal Approach, have embarked on their Return on Inclusion Audit over the last 3 years.** This year, BAM Ireland have committed to a pilot of their new tool Metimur which allows us to instantly demonstrate impact against each of our D&I initiatives. As part of this commitment we have established an Ireland Inclusion Steering Group, inviting a diverse group of employees to contribute and challenge our activities against these recommended actions.



03

**Looking at our talent processes, the audit has recommended we take a self-nomination approach to how we identify leadership development nominees, to create a more inclusive and accessible approach.** Self-nomination is also a way to increase the proportion of women in specialist and management positions and as a company that is serious about advancing women, self-nomination represents an additional way to identify and nominate more female employees with potential. This will benefit colleagues in early-2025.

04

**As our leaders are embedding our learning, year on year we see an improvement in the diversity of our people that are identified as Talent and who are identified as successors and the objective assessment of performance and potential.**

05

**Part of our D&I focus has been on our extensive training programme, ensuring everyone at BAM has access to the learning and support they need, aligned with our values, to deliver against our aspirations.**

# Let's take a look at some of our employees in making inclusion possible at BAM



NCH IWD banner



Liz Cotter winning Making Possible Award



2024 Ireland graduate cohort



Pride at NCH



Inspiring the next generation at NCH



Careers fairs to inspire the next generation / provide role models

## Declaration from Andrea Singh

BAM is committed to recruiting, developing and providing opportunities to ensure that all women within our business can achieve their full potential. The UK & Ireland Divisional Leadership team and senior management team are committed to this and in achieving improvement in our pay gap and acknowledge that this is something that will take combined and concerted effort over a sustained period of time, which we are fully committed to.

I confirm that data and information contained in this report is accurate as at the snapshot dates of 5 April 2024 and 30 June 2024 and has been calculated according to

the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022.



Andrea Singh, Executive Director People, BAM UK & Ireland