



GENDER PAY GAP REPORT

December 2024

Introduction

In publishing this, our first Gender Pay Report, DBFL re-affirms our commitment to providing a fair and inclusive workplace for all. The figures presented in this report have been prepared in accordance with the Gender Pay Gap Information Act 2021. Under the Act, employers in Ireland are required to analyse and explain the difference in the average hourly pay of women compared to that of men in their organisation. 2024 is our first year of reporting as the regulations now apply to all employers with 150 or more employees.

This report shows our Gender Pay Gap for the 2024 (snapshot date June 30th), sets out the general reasons for the gap and provides an overview of the initiatives we will continue to develop to close the gap.

At DBFL we are committed to doing what we can to make construction / engineering a more attractive and sustainable career for women. We actively encourage and support our female engineers' participation in external programmes and initiatives aimed at encouraging girls and women to pursue careers in engineering. This includes speaking at schools through the STEM in schools and STEPS Programmes, mentoring young women in STEM fields, and collaborating with industry organisations, such as Engineers Ireland and ACEI to promote diversity within the profession. To underpin our commitment, DBFL is sponsoring the Advancing Gender Equality Award at the National Diversity & Inclusion Awards 2025.

DBFL is very active in the Diversity & Inclusion space, recognising the importance and benefits of diverse perspectives and an inclusive work environment.

Whilst we are legally required to report based on male and female data, at DBFL we recognize people of all genders and strive for an inclusive culture where everyone belongs.



Defining Gender Pay Gap

It is important to stress that Gender Pay Gap is not about equal pay for equal work or work of equal value, which is required under the Employment Equality Acts, but about gender representation. Even if an employer has an effective equal pay policy, it could still have a gender pay gap. For example, if a smaller number of women are employed in higher-paid roles within a company. Equal pay on the other hand relates to ensuring men and women doing the same work of equal value are paid equally without discrimination. This is a European and Irish Law and therefore a legal requirement. In DBFL we are committed to ensuring this applies across the company.

The Gender Pay Gap is the difference in the mean pay between men and women in an organisation regardless of the type of roles they undertake. It does not suggest that men and women are paid unequally, but rather describes the representation of men and women across the organisation. Our pay gap for Employees was calculated by taking the percentage difference of the mean hourly pay for men and the mean hourly pay for women within our company. It measures the pay difference between all women and all men regardless of their role, length of service, location or any other differentiating factors. The calculations can be defined as a range of Gender Pay Gap statistics.

Many factors can contribute to the existence of gender pay gaps. These include differences in educational attainment and qualifications, occupations, career progression, prevalence of fulltime and part-time working, and responsibility for caring roles.

The Legislation

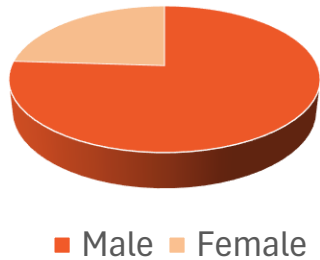
The regulations have placed reporting and publication requirements on Public and Private Companies. This applies to employers in Ireland with over 150 employees in 2024 reference year. Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022
Employment Equality Act 1998(Section 20A)(Gender Pay Gap Information) (Amendment) Regulations 2024



Our Gender Pay Gap

1 Gender Representation

A snapshot date of the 30th June 2024 was agreed to complete our Gender Pay Gap assessment. On this snapshot date there were 217 relevant employees. This was made up of 76% males (165) and 24% females (52)



- Since establishing our EDI driver in 2020 we have recorded a 6% increase in female employees from 18 to 24%.
- The number of female engineers qualifying from third level colleges/universities poses a potential constraint and necessitates alternate talent source pipelines

2 Our Gender Pay Gap Figures

The Table below shows our mean and median hourly pay and bonus gap figures at the 30th June 2024

	Mean	Median
Hourly Pay	21%	18%
Bonus	81%	0%

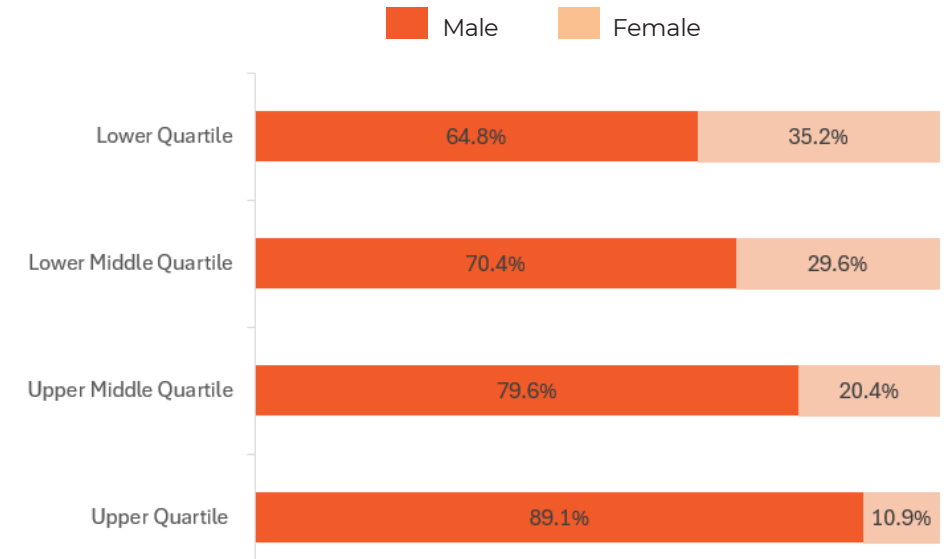
3 Bonus

Proportion of Males who received a Bonus = 78%
 Proportion of Females who received a Bonus = 75%

Proportion of Males receiving BIK = 1%
 Proportion of Females receiving BIK = 0%

4 Pay Quartiles

The table below shows the gender distribution in four equally sized pay quartiles



5 Key Findings

We have highlighted some of the key findings from our first year's GPG reporting

- Our Gender Representation at 24% female is above the national average. CSO reporting for 2023 recorded 14% female employees in the sector.
- Our Mean Gender Pay gap at 21%, while broadly in line with similar sized companies in the construction and engineering sectors, highlights the need for our continued focus on improving representation and career progression for women within our organisation.
- 75% of all women and 78% of all men received a bonus, and the median bonus gap of 0% shows when awarded bonuses are distributed equally between men and women in comparable roles.
- The Mean Gender Pay Gap (Bonus) at 81% is a reflection of the higher number of males in senior / management roles.

Making Changes & Closing The Gap

At DBFL we are committed to doing what we can to make construction/engineering a more attractive industry for women. We look to provide developmental opportunities for all our staff in an environment where everyone can thrive and has equal opportunity to succeed and progress. As part of our Equity, Diversity & Inclusion (EDI) company driver, our goal is to achieve increased gender representation across all levels in the company. Some of the initiatives we are currently progressing are outlined below:



Improving Female Representation Internally

Actively encourage female employees to progress to senior roles in the company

Foster links with universities and third level colleges to attract a diverse pipeline of talent

Supporting Career Progression

Supportive of leadership and other training to prepare female employees for senior roles

Mentoring Programme and Women's Network in place to support female employees in advancing their careers

Supportive Working

Opportunity for hybrid working to help all employees balance work and personal commitments.

Maternity, paternity and parental leave policies supporting both men and women in managing caregiving responsibilities while working within the operational needs of the business.

Pay Equity & Promotion Reviews

Conduct regular audits to identify and address any discrepancies in pay for comparable roles.

Ensure processes for determining pay increases and promotions are free from gender bias

Promoting Engineering as a Career

Support female engineers' participation in EI's STEPS initiatives in primary and secondary schools, representation at the inaugural Women in Engineering conference in TCD and numerous other female-focused initiatives to support female participation and retention in the construction/engineering sector

Investors in Diversity Accreditation

(currently Silver, Gold application submitted)

Demonstrating the company's ongoing commitment to EDI for existing and prospective clients and existing and prospective staff

Explanations & Definitions

1. Mean Gender Pay Gap

All salaries are converted to an hourly rate and added up for males and females respectively. The difference between the mean (average) hourly pay for male and female colleagues is then calculated and expressed as a % of male's hourly pay.

2. Median Gender Pay Gap

All male and female salaries are converted to hourly rates and listed from the highest to the lowest paid respectively. The difference between the median hourly pay of males and females is expressed as a % of men's median pay.

3 . Pay per Quartile

The percentage of male and female employees in four equal sized groups of employees based on their hourly pay. All employees are sorted in terms of their pay band and then divided into quartiles – i.e. a particular pay level under which 25% of all employees falls would constitute the first or “lower” quartile

4 . Relevant Date/Snapshot Date/Relevant Pay Period

Snapshot / Relevant date of 30th June 2024 has been selected. The relevant pay period means the period of 12 months ending on the relevant date. Our reporting covers this full period.

5 . Bonus Remuneration

As defined within the Regulations, bonus remuneration can include gift vouchers, shares, profit sharing, commission etc. Full details of the Regulations can be found at gov.ie - [How to report on the Gender Pay Gap](#)

