

GENDER PAY GAP REPORT

2024 DATA

Saint-Gobain
Republic of Ireland



A message from **Mike Chaldecott**

CEO Saint-Gobain UK & Ireland



This report presents the Gender Pay Gap for Saint-Gobain Construction Products 2024, a leading manufacturer of plaster and plasterboard products. Operating in Ireland since 1936, Saint-Gobain Construction Products has built a strong legacy in the construction manufacturing sector. We are committed not only to delivering high-quality products but also to fostering a culture of equality, diversity, and inclusivity within our workforce.

We recognise the importance of these values in enhancing employee well-being and driving success and innovation within our industry. Our team is dedicated to cultivating an inclusive work environment where every employee feels valued, supported, and empowered to succeed.



Mike Chaldecott



OUR LEGAL ENTITIES

SAINT-GOBAIN CONSTRUCTION PRODUCTS (IRELAND) LIMITED



This legal entity includes our Gyproc and Isover brands in Ireland including manufacturing of Gyproc products in Kingscourt and mining at Drummond. The legal entity also includes central support colleagues providing business expertise and services.

238 colleagues¹

Information:

The gender pay gap is defined as the difference in the average pay between men and women.

¹ Colleague numbers as of June 2024.



OUR DATA

UNDERSTANDING OUR PAY GAP DATA

The Gender Pay Gap represents the percentage difference between the average earnings of male and female employees, independent of their specific roles. The median average is arrived at by lining up all salaries in the organisation, from lowest to highest to find the salary right in the middle of that line. Once the data is gathered, we can calculate the difference between the median salaries of men and women. This difference is then divided by the total pay for each gender to determine the percentage pay gap. If the result is negative, it shows that men earn less on average than women, while a positive result indicates that men's average pay is higher than women's.

It is important to differentiate the gender pay gap from the concept of equal pay, which focuses on ensuring that individuals are paid equally for performing equivalent work, regardless of gender.

DIVERSITY & INCLUSION

Addressing gender pay disparities is a priority not only for Saint-Gobain Construction Products but for the broader manufacturing sector. We are committed to ensuring that all employees have equal opportunities for recognition and career growth, and we actively support initiatives that promote diversity and an open, inclusive workplace. We currently have several programs in place, and we continuously assess and implement new measures to further our commitment to diversity, equality, and inclusion.

We currently have strengthened our steering committee for diversity, equality, and inclusion with additional new starters that have a diverse range of life and work experiences. Under the diversity, equality, and inclusion committee the group support, advise and collaborate with the business on the importance of this subject.

Saint-Gobain Construction Products has achieved Top Employer Certification for the 9th consecutive year, reflecting its ongoing commitment to creating an exceptional workplace environment. This prestigious recognition highlights the company's strong focus on personal development, colleague safety and wellbeing, and it's clear and inspiring purpose: **"Making the World a Better Home."**

In addition, Saint-Gobain's dedication to achieving its decarbonisation targets underscores its leadership in

sustainability and innovation, offering employees a meaningful and rewarding career path. This achievement reaffirms the Group's status as an employer of choice and a pioneer in fostering talent and positive impact.



OUR GENDER PAY PERFORMANCE

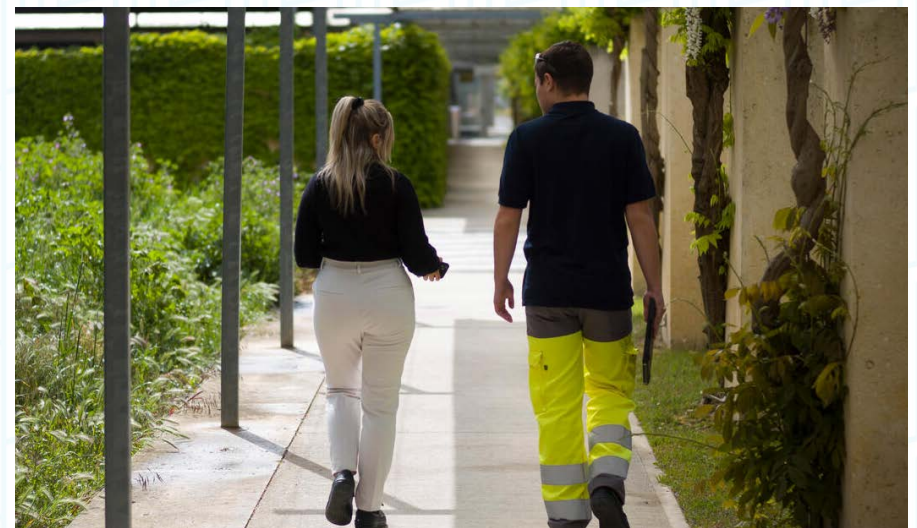
This report provides an opportunity to reflect on what our gender pay gap data reveals about our workforce, guiding our future action plans. As a construction company, we recognise a historical trend of male employees in production and skilled trade roles, which contributes to the gender pay gap. A higher proportion of women occupy administrative and support roles, whereas men are more represented in technical and senior positions, affecting overall averages. However, over the past five years, we have increased female representation across all roles including production, technical and skilled trades in Saint-Gobain Construction Products from 3.7% to 22.63% today.

At Saint-Gobain Ireland, the hourly rate gender pay gap currently stands at a mean of 17.78% and a median of 19.29%. While this gap reflects the current gender distribution within the company, it also provides an opportunity for growth. The higher proportion of men in roles with higher hourly rates, particularly in technical and senior positions, has contributed to this gap.

That said, we recognise that there is still work to be done to improve our overall gender pay performance. Across our business, as stated previously there is currently a higher proportion of men than women, particularly in senior roles. In manufacturing and production areas, we have not yet achieved the desired gender balance, which affects our

gender pay equity. Addressing this imbalance requires a concerted focus on diversifying our workforce, especially within our management and leadership teams. Whilst we have made progress in attracting women to roles traditionally held by men, more efforts are needed to fully close our gender pay gaps. We are focused on expanding opportunities for women to access these roles and increasing female representation in high-value areas. Through these efforts, we are confident that we will see gradual improvement in the balance of hourly rates across the workforce, fostering a more equitable environment for all employees. We understand that these challenges are not unique to Saint-Gobain Construction Products but are shared across the manufacturing and construction sectors.

We remain committed to engaging with industry peers to share best practices, as well as monitoring our progress and trends over time. At Saint-Gobain Ireland, we believe that embedding the values of equality, diversity, and inclusivity into our core business practices not only strengthens our organisation but also creates a better workplace for all.





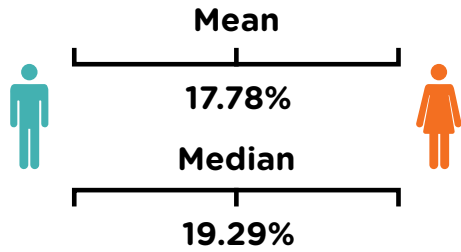
BONUS PAY

The bonus gender pay gap at Saint-Gobain Construction Products reflects a significant disparity, with a mean (average) bonus gap of 44.72% and a median bonus gap of 60.19%. This gap is influenced by a workforce composition where men make up 77.37% of the total employee population. The higher proportion of men in senior roles, which typically attract larger bonuses, contributes to this imbalance. Addressing this gap will involve continued efforts to promote gender balance across all levels of the organisation, especially in senior and technical roles.

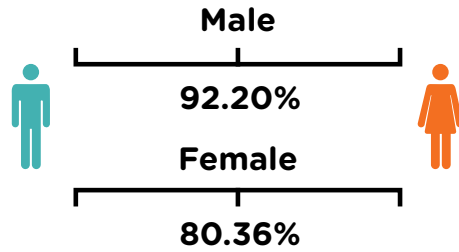
In addition to our ongoing efforts to address the gender pay gap, the proportion of employees receiving a bonus highlights opportunities for further improvement. At Saint-Gobain Ireland, 92.20% of male employees and 80.36% of female employees currently receive a bonus. While this reflects some gender imbalance, it also provides us with a clear focus area for future action. By continuing to promote gender diversity and supporting women's progression into roles that typically qualify for higher bonuses, we aim to ensure greater equity in bonus distribution across all levels. This approach is aligned with our broader commitment to fostering a more inclusive and balanced workforce.

We are committed to further improving the female-to-male ratio within our business and supporting the advancement of female colleagues into senior positions. This ongoing effort is anticipated to help reduce the gender pay gap over time.

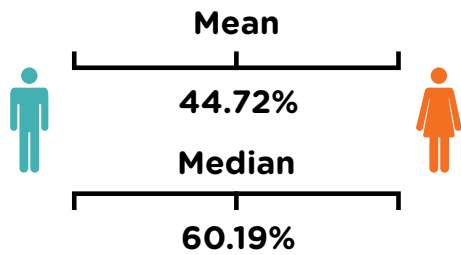
Gender Pay Gap by Hourly Pay



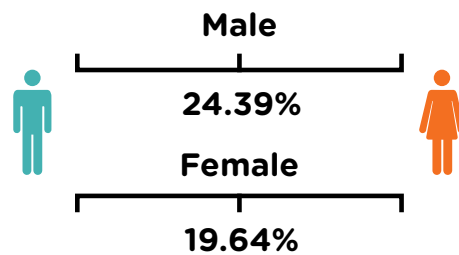
Bonus Pay Proportion



Gender Pay Gap by Bonus



BIK Pay Proportion



PAY QUARTILES

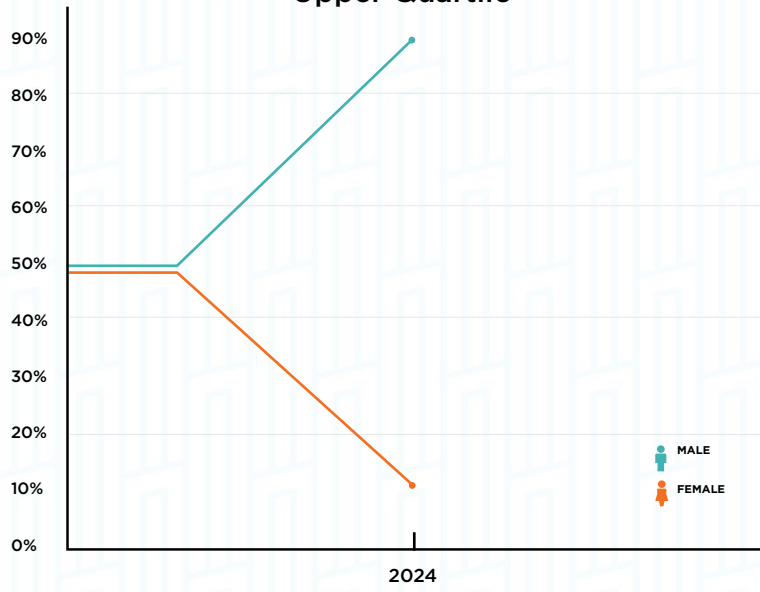
A pay quartile is a statistical tool used in pay gap reporting to categorise the workforce into four equal groups based on hourly earnings, ranging from the lowest to the highest earners. Each quartile accounts for 25% of the workforce, and the gender distribution within each group is examined to identify any disparities in pay or representation.

While our Pay Quartile data has shown similar trends to the above information, it provides us with a clear picture of where we need to focus our efforts. The imbalance of men to women in the organisation, particularly in senior roles, remains a challenge, as highlighted earlier in this report. However, we recognise that achieving meaningful change in this area requires sustained work on improving our overall gender balance. We remain fully committed to the actions needed to address this issue and continue to make steady progress towards a more equitable distribution across all quartiles.

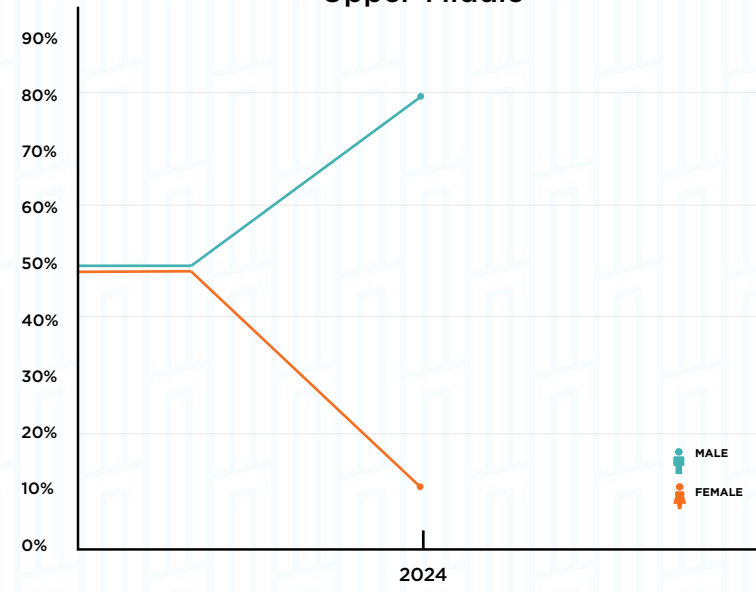
The quartiles represent pay rates from the lowest to the highest, divided into four equal groups. The graphs on the following page illustrate the distribution of men and women across each quartile, providing a valuable tool to guide our ongoing efforts to create a more balanced and inclusive workforce.



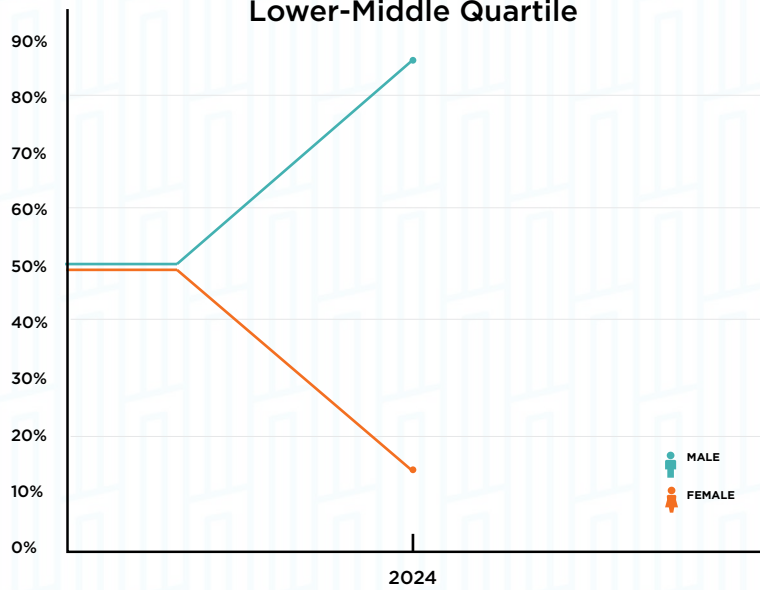
Upper Quartile



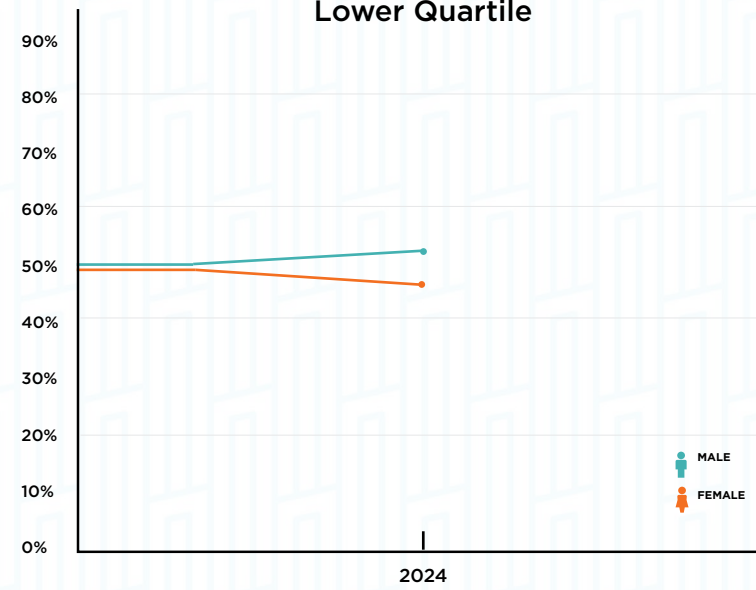
Upper-Middle



Lower-Middle Quartile



Lower Quartile





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