



# SIG Ireland Gender Pay Gap Report

2024



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# Introduction

SIG is the largest provider of specialist building products on the island of Ireland. We supply world-class brands and technical expertise to the construction industry.

We are committed to ensuring that we provide a fair and inclusive workplace. 2024 is the first year that SIG Ireland is required to disclose gender pay gap data on a legislative basis and we are pleased to report it in line with the Gender Pay Gap Information Act 2021.

This report shows our Gender Pay Gap for the snapshot date of 30<sup>th</sup> June 2024.

## Defining “Gender Pay Gap”

The gender pay gap is the difference in the average hourly rate, across a range of metrics, of men and women across an organisation. It compares the pay of all working men and women, regardless of their role.

The gender pay gap should not be confused with equal pay, which refers to legislation already in place in Ireland which requires organisations to pay males and females equally for performing the same or similar work or work of equal value.



**Kevin Windle**  
Managing Director

# 2024 Key Statistics



## Mean & Median Gender Pay Gap 2024

MEAN GPG

13%

MEDIAN GPG

1%

The mean pay difference between men and women is:



MALE EARNINGS

FEMALE EARNINGS

The median pay difference between men and women is:



MALE EARNINGS

FEMALE EARNINGS

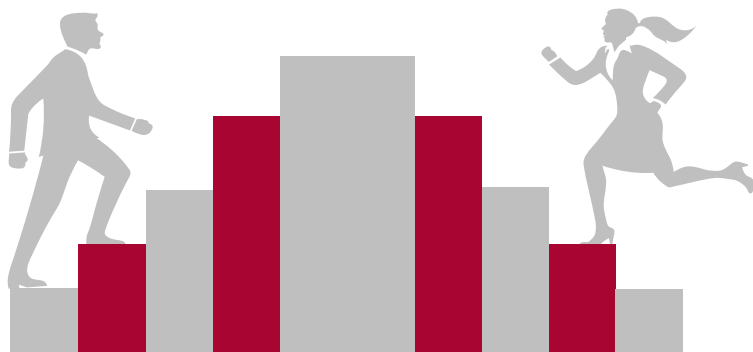
**Mean GPG:** For every €1 a male earns, a female earns 87 cent  
**Median GPG:** For every €1 a male earns, a female earns 99 cent

The primary cause of this imbalance relates to the construction sector being male dominated.

Most senior and technical roles are occupied by men, while women tend to occupy roles within support services or customer facing teams.

At SIG Ireland, 59% of females occupy support services or customer facing positions, compared to just 14% for males.

These lower paying roles along with a high presence of males occupying higher paying senior level positions contribute to SIG Ireland's Gender Pay Gap.



# An Overview of the SIG Ireland Gender Pay Gap



- A snapshot date of the 30<sup>th</sup> June 2024 was chosen. The pay period was 1<sup>st</sup> July 2023 to 30<sup>th</sup> June 2024.
- On the chosen snapshot date there were 249 relevant employees, 0.4% (1) of which were on fixed term contracts (1 female). The relevant employee group was made up of 75% males (186) and 25% females (63). Part time employees equate to 2% (5) of our employee group, 20% of which were female and 80% male.
- Each employee's ordinary pay, total bonus paid, and total hours worked in the 12 months preceding the snapshot date were calculated. The gender pay gap calculations were completed from this.
- The below illustrates the ranking of all employees' hourly remuneration, when divided into four quartiles, and the percentage of males and females that fall within each quartile.

## Proportion of employees in each quartile

Pay Band Quartile	Male	Female
Lower remuneration quartile band	82%	18%
Lower middle remuneration quartile pay band	60%	40%
Upper middle remuneration quartile pay band	65%	35%
Upper remuneration quartile band	81%	19%

# Summary of Key Data



Gender Pay Gap	2024
Mean gender pay gap	13%
Median gender pay gap	1%
Mean gender pay gap of part-time employees	21%
Median gender pay gap of part-time employees	17%
Mean gender pay gap of temporary contracted employees	-100%
Median gender pay gap of temporary contracted employees	-100%
Mean bonus gender pay gap	10%
Median bonus gender pay gap	0.3%
The percentage of male employees who received bonus pay	40%
The percentage of female employees who received bonus pay	25%
The percentage of male employees who received benefit in kind	20%
The percentage of female employees who received benefit in kind	6%

## BIK & Bonus Gap

- The high number of males in senior roles, where bonuses are a more significant element of their remuneration, leads to a wider gender bonus gap.
- Our bonus calculation is based on those eligible for bonus: 151 males and 49 females were eligible.
- Benefit in Kind (BIK) includes any noncash benefit of monetary value provided to an employee. BIK for SIG Ireland employees mainly relates to the provision of a company car or health insurance.

## SIG Ireland's Approach

Our approach to employee remuneration is gender neutral. We regularly review ways in which we can address issues of gender pay by:

- Fair recruitment practices to ensure we attract the best individuals for the role, regardless of gender.
- Promoting family friendly policies and benefits that support employees with family and caring commitments, including paid maternity and paternity leave.
- Offering progression opportunities within the Company to all employees.

## Closing the Gap

As we approach 2025, we plan to address any gender pay gap issues by:

- Continue to encourage female participation in the construction industry e.g. we have hosted an annual “Women in Construction Lunch” since 2023.
- Continue to review our recruitment process to ensure that we are attracting female candidates when we advertise roles.
- Continue to ensure that our annual development review process addresses any potential barriers that may be preventing women from applying for promotion.
- Continue to review our company policies to ensure that they are family-friendly and provide flexibility to parents where possible.

SIG House,  
First Floor Ballymount Retail Centre,  
Ballymount Road Lower,  
Dublin 24,  
D24 ED81

+ (01) 536 8198

[www.sig.ie](http://www.sig.ie)



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