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Gender Pay Gap Report 2025

Prepared in accordance with the
Gender Pay Gap Information Act 2021



From the desk of our managing director

On behalf of Rogerson Reddan, I am proud to present our first Gender Pay Gap Report. It marks our firm's steady growth over recent years, to the point where we now have more than 50 people working here. Reaching this milestone brings us into the scope of the Gender Pay Gap Information Act 2021.

More importantly still, this report helps us to set an important marker for the kind of business we aspire to be.

A key part of our mission at Rogerson Reddan is to be a company that enriches the lives of our people; it is equally true to say that our people enrich the life of our company. We value the breadth of experience that each one of our team brings to their work. In return, we strive to do everything we can to make our working environment as inclusive as possible for them, irrespective of gender.

We are committed to being a fair, inclusive and responsible employer, through allowing flexible working arrangements, and ensuring equal career opportunities and progression for everyone. Pay is simply one aspect of the contribution our team makes. What's more, it is worth pointing out that the statistics we are required to publish under the legislation do not allow us to record the fact that we pay male and female staff at the same grades equally; gender is not a differentiating factor in how we reward our people at Rogerson Reddan.

Nevertheless, in what is a traditionally male-dominated industry, we are also aiming to improve the gender balance in our team overall through recruitment and promotion. We expect that the gender pay gap in future years will reflect those efforts.

Publishing this report is a valuable first step in tracking our progress on this important journey.



John Hughes
Managing Director



About this report

This report is made in line with the guidance under the Gender Pay Gap Information Act 2021 and the official guidance note on how to calculate gender pay gap metrics.

The purpose is to:

- Provide transparency on gender pay differences across the team at Rogerson Reddan
- Identify any gaps and explain contributing factors
- Set out the actions we will take to address the gaps
- As required, the report will be published in a manner accessible to employees and the public and will be retained on our website for at least three years.

The Gender Pay Gap legislation

As of 2025, the regulations apply to employers in Ireland with more than 50 employees. The primary pieces of legislation that form the gender pay gap reporting framework in Ireland are:

- The Gender Pay Gap Information Act 2021
- The Employment Equality Act 1998 and its subsequent regulations (particularly the 2022, 2024, and 2025 S.I. No. 212/2025 amendments)



Defining the Gender Pay Gap

What is a gender pay gap?

The Gender Pay Gap is about gender representation and it is about the difference in the mean pay between men and women in an organisation regardless of roles. It 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. So, although we are committed to operating an effective equal pay policy at Rogerson Reddan, we may have a gender pay gap due to fewer women being in certain roles within the company.

The report covers all employees on the payroll at Rogerson Reddan on the snapshot date of 30 June 2025, whether they are full-time, part-time, or temporary.

Our gender pay gap explained

We note that the gender pay gaps identified in the various sectors within Rogerson Reddan, as identified in this report, are broadly similar to the traditional variances within our industry. In RR, these have been historically driven by the greater representation of males at all levels from graduate to senior positions, together with their longer tenure when compared to females. However, the results do highlight a requirement for increased focus on developing opportunities for progression of females to senior positions. We remain committed to not only ensuring that our policy of paying male and female staff fairly and regardless of gender is upheld, but also that working at RR should be attractive to all, regardless of gender.

The gender pay gap reflects the difference in average earnings between men and women. It is calculated from the gap between the average hourly earnings of men and women, expressed as a proportion of men's average hourly earnings. The mean refers to the mathematical average of our dataset, calculated by adding all the numbers and dividing by the count. The median is the middle value when the data is arranged in ascending order.

In contrast, equal pay analyses how much men and women are paid for the same or similar work.

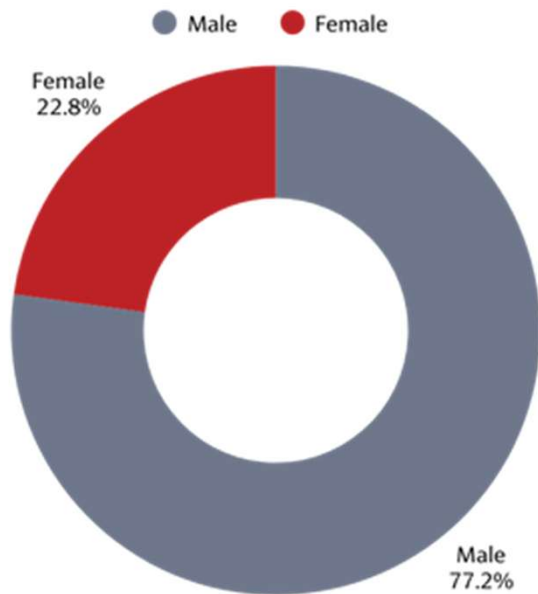
This report outlines our gender pay profile and representation levels over the 12-month period of 1 July 2024 to 30 June 2025. It covers all employees on the payroll at Rogerson Reddan on the snapshot date of 30 June 2025, whether they are full-time, part-time, or temporary.

Per the guidance, we calculated hourly remuneration for each employee by dividing their total ordinary pay (salary, allowances, overtime, top-ups for statutory leave, etc) plus any bonus paid during the period, by the number of hours worked in the period (per guidance).



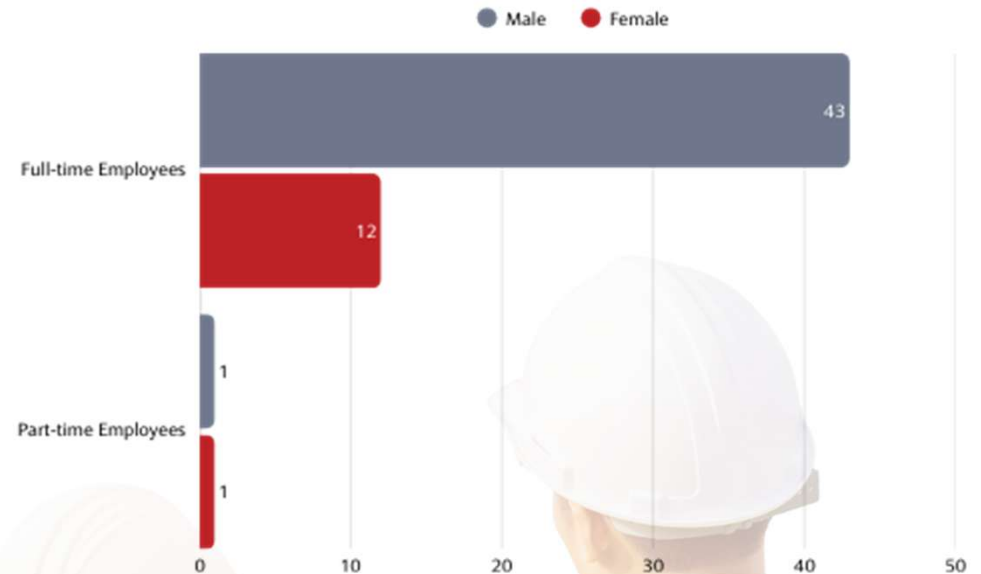
Our Data Snapshot

Overall Gender Breakdown
Representation of all employees at
Rogerson Reddan on the snapshot date
(30 June 2025).



This chart shows the proportion of male and female employees across the entire organisation as of the statutory snapshot date of 30 June 2025.

Employment Type by Gender
Full-time and Part-time employees (as of 30 June 2025)



Overall Gender Breakdown:

- Rogerson Reddan employs 57 employees: 13 females (22.8%) and 44 males (77.2%).

Employment Type

- Full-time: 12 female, 43 male
- Part-time: 1 female, 1 male

Our Gender Pay Gap Figures

Mean Hourly Pay Gap

Full-time

66.3%

Difference between average hourly pay of men and women.

Median Hourly Pay Gap

Full-time

70%

Difference at the middle value when hourly pay is ranked.

Mean Bonus Gap

22%

Average difference in bonus payments.

Median Bonus Gap

50%

Difference in the middle bonus value.

Mean Hourly Pay Gap

Part-time

532%

Reflects structural factors due to very small part-time cohort.

Median Hourly Pay Gap

Part-time

532%

Median values within part-time roles.

Bonus Recipients

100%

Percentage of women and men receiving a bonus.

BIK & Temporary Contracts

0%

We do not pay BIK to any of our staff and none of our team are on temporary contracts

** It is noted that the gender pay gaps identified are broadly similar to the traditional variances within the construction sector professional services industry. While these have been historically driven in RR by the greater representation of males at all levels from graduate to senior positions, the trends towards gender balance and reducing gender pay gaps is favourable. RR remains committed to ensuring that our policy of paying male and female staff fairly and regardless of gender is upheld.*

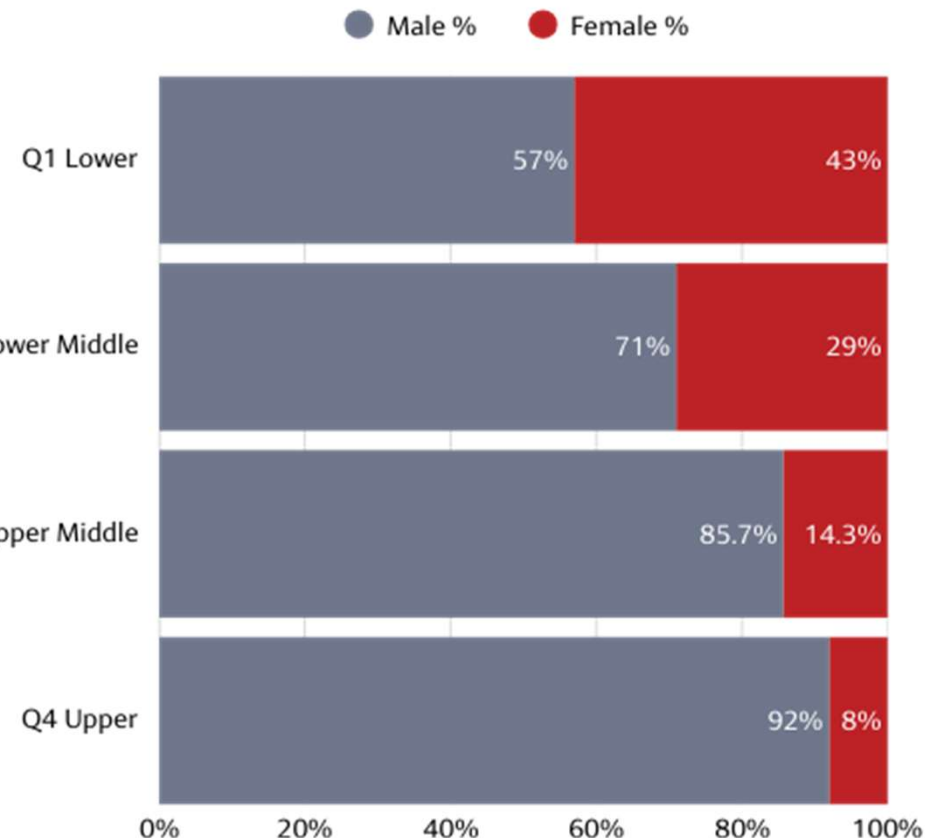


Gender Distribution by Quartile

The chart shows the percentage of male and female employees in each pay quartile based on hourly remuneration.

These quartiles split all employees into four equal pay bands, from the lowest (Q1) to the highest (Q4). The data shows a higher proportion of male employees in the upper pay bands, reflecting broader industry trends and the current gender representation within senior roles.

Gender Distribution by Quartile
Proportion of male and female employees in each pay quartile



Our Commitment to Reducing the Gap and Promoting Equity

To address the gender pay gap and improve equity, we commit to take steps to address any identified pay gap. At Rogerson Reddan, we strive to foster an inclusive workplace; growth opportunities are available equally to everyone regardless of gender, and we provide added encouragement for women to avail of continuous professional development so that they can advance their careers with us.

We provide a flexible and supporting working environment that takes account of personal circumstances or health concerns that may impact on any of our team's ability to fully participate in professional roles. We aim to structure part-time roles to make sure they include proportional access to training, promotion, and bonuses and we will review whether part-time roles are disadvantaged in total remuneration and career opportunities.

Other commitments include:

- Role mapping and pay benchmarking
- Promotion and career progression transparency
- Bonus scheme review
- Recruitment and starting pay policy
- Regular monitoring and reporting
- Culture and awareness



Conclusion and declaration

Rogerson Reddan's first full-company gender pay report shows a clear gender pay gap of 66.3% in hourly pay and a 22% gap in bonus remuneration. We recognise that this reflects structural factors, not intentional discrimination, and we acknowledge that it is our responsibility to address it proactively.

We intend to take action to address this imbalance and we will monitor progress against our targets, and reporting year-on-year improvements through future editions of this gender pay gap report will hold us accountable.

We publish this report in line with the Irish Government's guidance and commit to ensuring that our practices evolve so that all employees at Rogerson Reddan are rewarded fairly for their contribution.

Note:

This report has been prepared in accordance with the guidance published by the Irish Government. I confirm that the information and data reported is accurate as of 30 June 2025.



David Flynn
HR Director