

GENDER PAY GAP REPORT 2025





GENDER PAY GAP STATEMENT

At Vision Contracting, we are committed to fostering a diverse, inclusive and fair workplace where talent can thrive regardless of gender. As part of this commitment, we are pleased to publish our Gender Pay Gap Report in line with Irish Government legislation.

This report outlines the difference in average earnings between men and women across our workforce as at the snapshot date of June 30th 2025, including hourly pay and bonuses.

The Gender Pay Gap represents the difference in average earnings between men and women across an organisation. It is not the same as equal pay, which refers to paying men and women equally for performing the same or similar roles. Vision Contracting fully complies with the Employment Equality Act 1998-2015, and we regularly review our pay structures to ensure fairness and consistency across all roles.



WHY A GENDER PAY GAP EXISTS

The gender pay gap within Vision Contracting is influenced primarily by the current gender representation within the construction industry. Similar to the wider sector, women remain significantly underrepresented in technical and operational construction roles, particularly in senior and site based positions, which traditionally offer higher earning potential.

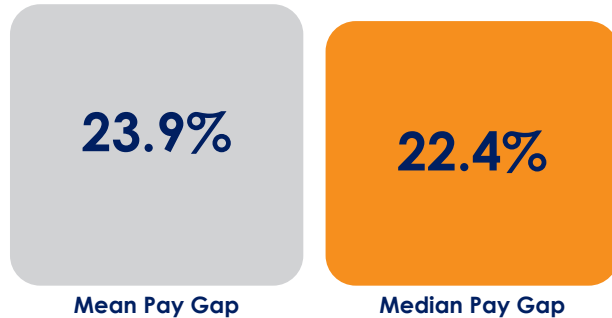
Within Vision Contracting, while women are represented across a range of roles, a greater proportion of female employees currently work in administrative and support functions. Increasing the representation of women in engineering, surveying, management and leadership roles remains a key priority.

We continue to build a supportive and inclusive workplace and provide meaningful career development opportunities to attract, retain and grow diverse talent.

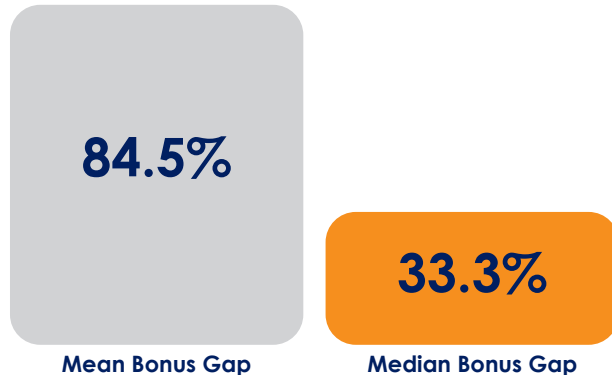


OUR GENDER PAY GAP RESULTS

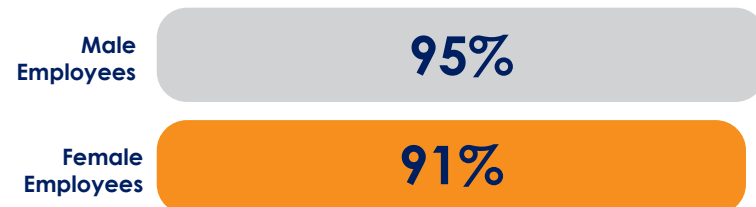
Hourly Gender Pay Gap



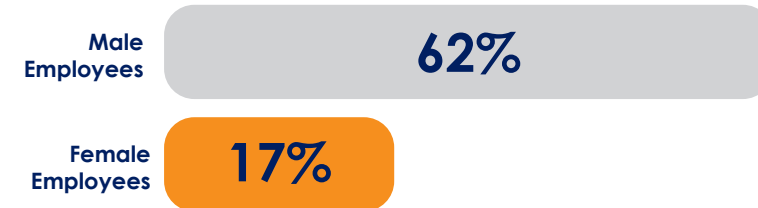
Bonus Gender Pay Gap



Employees Receiving a Bonus

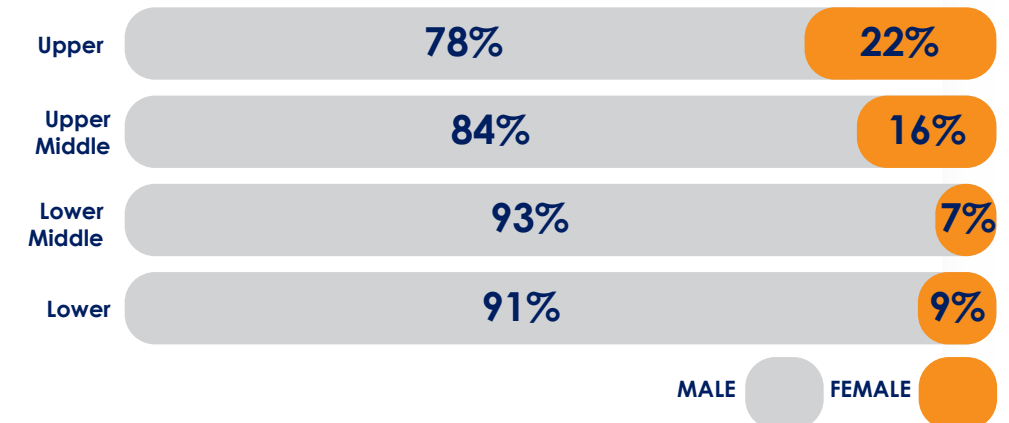


Employees Receiving Benefits in Kind



A number of BIK-eligible benefits, such as company vehicles travel-related allowances and other role-specific entitlements, are linked to operational, field-based and senior management positions. These roles currently have a higher proportion of male employees, which results in more men qualifying for and receiving BIK.

Gender Distribution by Pay Quartile



These quartiles demonstrate that, while women are represented across all levels of the organisation, the majority of our higher paid technical and senior roles are currently occupied by men, a key driver of the gender pay gap.

OUR COMMITMENT & ACTIONS

To help close the gender pay gap over time, Vision Contracting is focused on developing and sustaining a strong pipeline of female talent. Key areas of focus include:

Attracting More Women into Construction

- Increasing outreach to schools, third level institutions, and industry networks to promote construction careers to women
- Enhancing employer branding to highlight female role models and opportunities

Developing and Retaining Female Talent

- Strengthening career development pathways and succession planning
- Expanding internal training and leadership programmes
- Providing mentoring and development opportunities

Supporting Work Life Balance

- Continuing to review and enhance flexible working arrangements
- Strengthening policies that support parents and carers

Building an Inclusive Culture

- Promoting a workplace where every employee can thrive and succeed
- Encouraging employee feedback and acting on insights
- Supporting wellbeing programmes and engagement initiatives

Wider Industry Engagement

As part of our ongoing commitment to gender equality, we continue to strengthen our talent pipeline and support equitable access to development opportunities across all functions. Our organisation is an active member of Women In Construction Ireland and Women in Technology and Science Ireland, both of which support the advancement, visibility and retention of women in under-represented fields. Through these partnerships, we engage in mentoring, networking and skills-development initiatives designed to improve representation at all levels and support long-term progress in reducing structural gender imbalances.



LOOKING AHEAD

Vision Contracting remains committed to long term progress in gender representation across our business. While the gender pay gap reflects wider industry trends, we recognise the important role we play in driving positive change.

By investing in talent development, strengthening flexible working, and continuing to promote construction careers to women, we will work to increase female participation across all levels of the company and help build a more balanced workforce for the future.





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