Vision
CONTRACTING

GENDER PAY GAP REPORT 2026



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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 30th June 2026, 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 remains committed to ensuring pay decisions are fair, objective and based on role, responsibility, skills and experience.



WHY A GENDER PAY GAP EXISTS

The gender pay gap within Vision Contracting continues to be influenced primarily by the gender profile of the construction industry, where women remain significantly underrepresented in technical, operational and senior leadership roles. While female representation within our workforce has increased from 24 employees in 2025 to 28 employees in 2026, women still represent a relatively small proportion of our overall workforce, accounting for 15.0% of employees at the snapshot date.

This year's results have been impacted by changes in the composition of our female workforce. We have increased the number of women entering the business through graduate, internship and junior professional roles, which supports our long-term objective of improving female representation across the industry. However, given the relatively small number of women employed, changes in role mix can have a significant impact on median and average pay calculations. In 2026, a higher proportion of female employees were students, interns and junior-level professionals compared with the previous year, which contributed to a widening of the reported hourly pay gap

The gender pay gap does not mean that men and women are paid differently for performing the same role. Vision Contracting remains committed to equal pay for equal work and regularly reviews its pay structures to ensure fairness, consistency and compliance with employment legislation. This distinction between equal pay and the gender pay gap remains important when interpreting the results.

Female average hourly pay increased at a faster rate than male average hourly pay during the reporting period, demonstrating the impact of investments in recruitment, development and progression opportunities for women within the business.

The reported figures reflect continued progress in attracting more women to careers in construction and increasing female representation across the organisation. We recognise that improving gender balance, particularly within engineering, quantity surveying, site management and leadership roles, is critical to reducing the gender pay gap over the long term and remains a key focus for the business.

OUR GENDER PAY GAP RESULTS

MALE FEMALE

Hourly Gender Pay Gap

Mean Pay Gap	Median Pay Gap
29.5%	28.3%

Bonus Gender Pay Gap

Mean Bonus Gap	Median Bonus Gap
87.5%	20.0%

Employees Receiving a Bonus

Male Employees	95%
Female Employees	100%

Employees Receiving Benefits in Kind

Male Employees	62%
Female Employees	14%

A number of Benefits in Kind (BIK), including company vehicles and role-specific allowances, are linked to operational, site-based and senior management positions. These positions continue to be predominantly occupied by men, resulting in a higher proportion of male employees receiving these benefits. In 2026, four female employees were in receipt of BIK benefits at the snapshot date.

Gender Distribution by Pay Quartile

Upper	92%	8%
Upper Middle	90%	10%
Lower Middle	76%	24%
Lower	80%	20%

These quartiles demonstrate that while women are represented across all levels of the organisation, they remain underrepresented in many of the higher-paid technical, operational and leadership positions that are more prevalent in the upper pay quartiles. This remains a key driver of the gender pay gap within Vision Contracting.

OUR COMMITMENT & ACTIONS

To help close the gender pay gap over time, Vision Contracting remains focused on developing and sustaining a strong pipeline of female talent.

Attracting More Women into Construction

- Increasing engagement with schools, colleges and universities to promote careers in construction.
- Strengthening relationships with industry groups that support women entering technical and operational roles.
- Showcasing female role models and career progression opportunities within the business.

Developing and Retaining Female Talent

- Supporting career development and succession planning initiatives.
- Expanding leadership and professional development opportunities.
- Providing mentoring and career progression support.

Supporting Work Life Balance

- Continuing to review flexible working arrangements where operationally feasible.
- Supporting policies that assist employees in balancing work and family responsibilities.

Building an Inclusive Culture

- Promoting a workplace where all employees can thrive and succeed.
- Encouraging employee feedback and acting on insights.
- Supporting wellbeing, inclusion and employee engagement initiatives.



Wider Industry Engagement

As part of our commitment to improving gender representation across the construction sector, Vision Contracting continues to support industry initiatives that encourage more women to pursue careers in construction, engineering and technical professions. We recognise that meaningful change requires long-term action and collaboration across the wider industry.

LOOKING AHEAD

Vision Contracting remains committed to improving gender balance across all areas of the business. While this year's results demonstrate the challenges associated with operating in a traditionally male-dominated industry, they also reflect progress in increasing female representation within our workforce.

We recognise that sustainable improvement will take time. By continuing to invest in talent development, recruitment, career progression and inclusive workplace practices, we aim to increase female participation at all levels of the organisation and build a more balanced workforce for the future.





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