

GENDER PAY GAP REPORT

2025 DATA

Saint-Gobain Construction
Products Ireland Ltd



A message from **Kieran O’Holohan**

Managing Director, Saint-Gobain
Construction Products Ireland



This report presents the Gender Pay Gap for Saint-Gobain Construction Products (Ireland) Limited for 2025, a leading manufacturer of plaster and plasterboard products. Operating in Ireland since 1936, Saint-Gobain Construction Products continues to build on its strong legacy in the construction manufacturing sector. We remain committed to delivering high-quality products while fostering a culture of equality, diversity, and inclusivity across our workforce.

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



Kieran O’Holohan

Managing Director, Saint-Gobain
Construction Products Ireland

OUR LEGAL ENTITIES

SAINT-GOBAIN CONSTRUCTION PRODUCTS (IRELAND) LIMITED



This legal entity includes our Gyproc and Isover brands in Ireland, including manufacturing operations in Kingscourt and mining at Drummond, as well as central support colleagues providing business expertise and services.

241 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 2025.



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 found by arranging all salaries from lowest to highest and identifying the midpoint. The difference between male and female median salaries is then expressed as a percentage.

It is important to differentiate between the gender pay gap and equal pay. Equal pay ensures that individuals performing equivalent work are paid equally, while the gender pay gap reflects overall workforce composition and pay distribution.

DIVERSITY & INCLUSION

Addressing gender pay disparities continues to be a key priority for Saint-Gobain Construction Products Ireland Ltd. We are committed to providing equal opportunities for recognition, career growth, and development for all employees. Our Diversity, Equality & Inclusion Steering Committee remains active and continues to evolve, bringing together colleagues from diverse backgrounds to support the business in advancing equality and inclusivity.

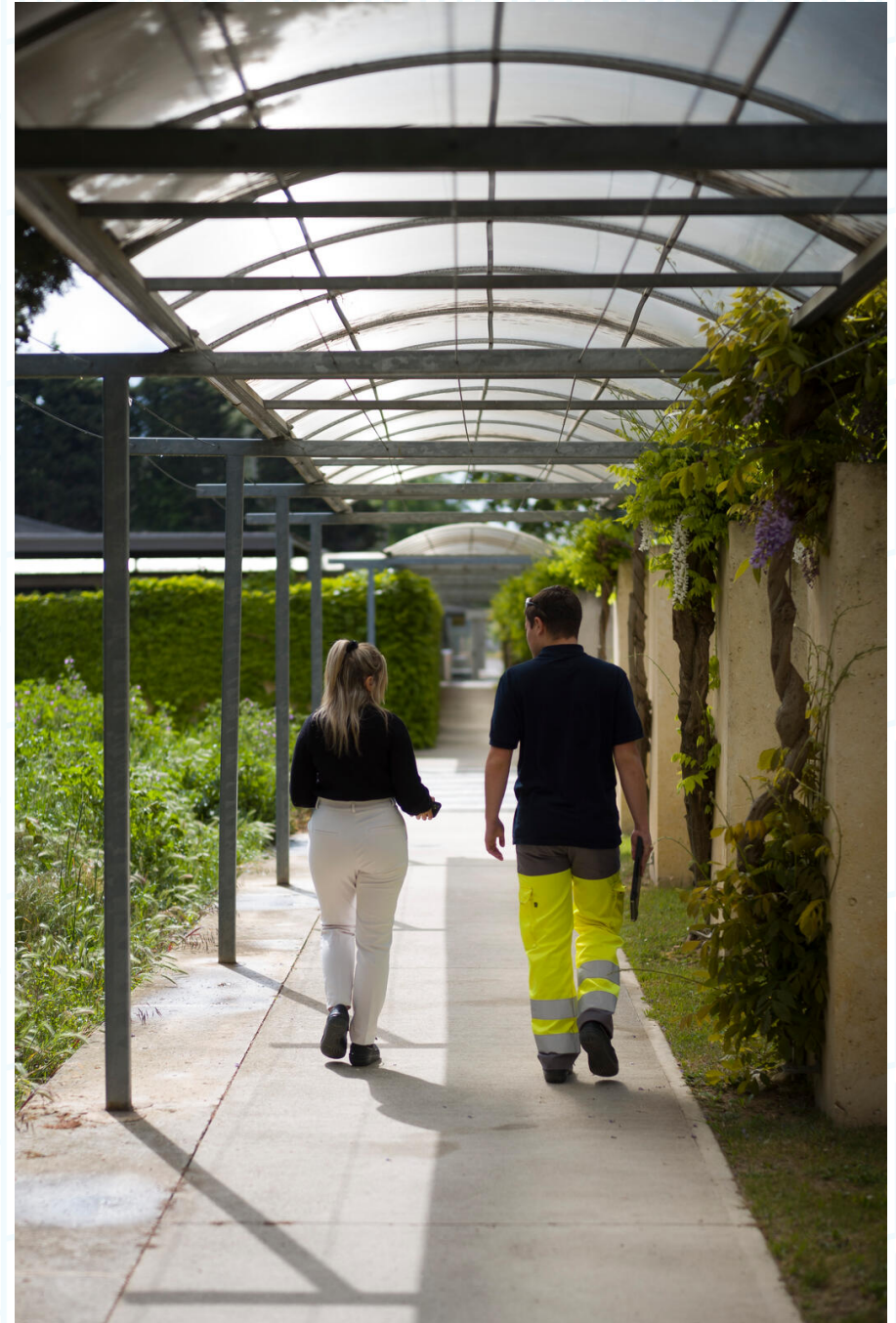
Saint-Gobain Construction Products Ireland Ltd has once again achieved Top Employer Certification, reaffirming our commitment to creating an exceptional workplace that supports personal development, well-being, and sustainability. These achievements reflect our ongoing efforts to make Saint-Gobain a great place to work for everyone.



OUR GENDER PAY PERFORMANCE

For 2025, the gender pay gap at Saint-Gobain Construction Products Ireland Ltd stands at a mean of 22.83% and a median of 22.50%. These figures reflect the current structure of our workforce, where men continue to represent the majority within production and senior technical roles, while women are more represented in administrative and support positions.

Over recent years, we have seen a steady increase in female representation across a range of disciplines, including production, technical, and skilled trades. This progress demonstrates our ongoing efforts to improve gender balance within our organisation.





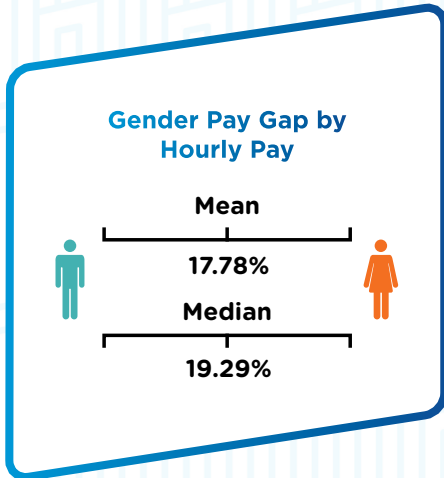
BONUS PAY

The mean bonus pay gap for 2025 is 49.13%, with a median of 61.91%. This difference is influenced by the higher proportion of men in senior roles, which typically attract larger bonuses. 93.17% of male employees and 80.00% of female employees received a bonus in 2025.

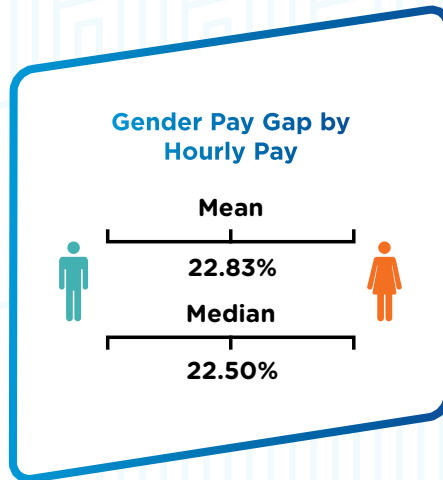
We continue to focus on initiatives that support the progression of women into senior and technical roles, which will, over time, help narrow both the pay and bonus gaps.

GENDER PAY GAP BY HOURLY PAY

2024

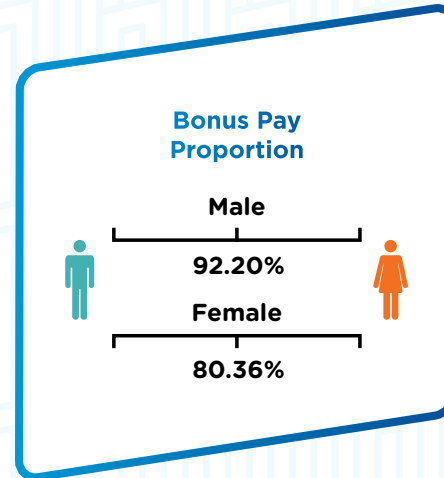


2025

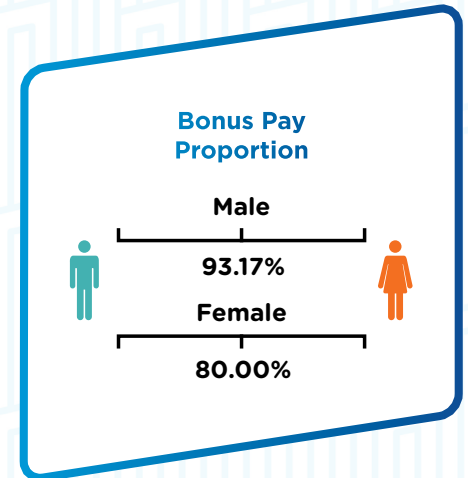


BONUS PAY PROPORTION

2024

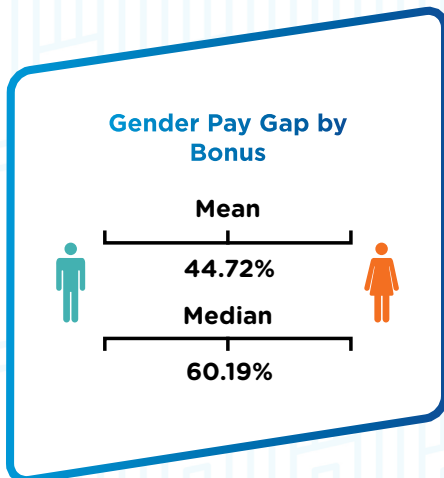


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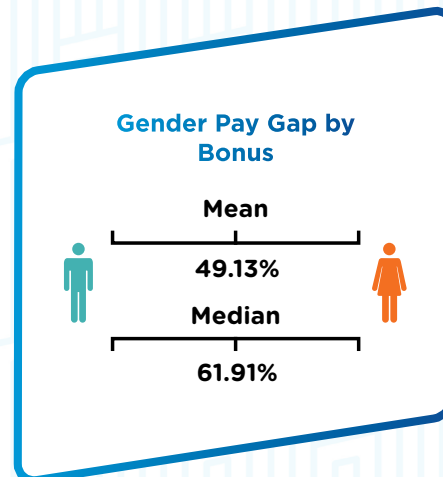


GENDER PAY GAP BY BONUS

2024

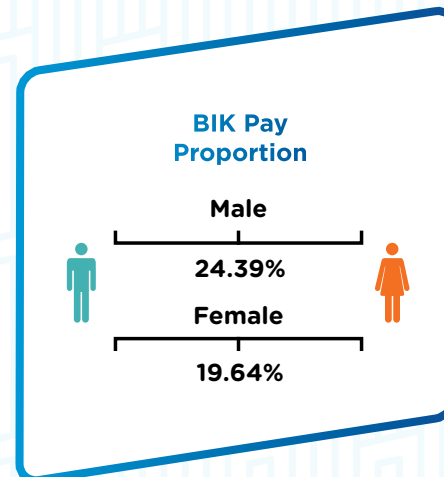


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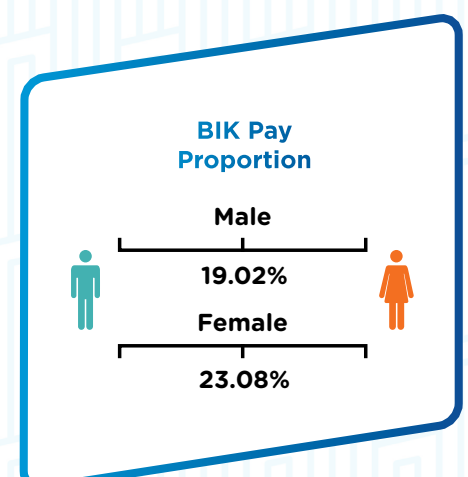


BIK PAY PROPORTION

2024



2025



PAY QUARTILES

A pay quartile divides the workforce into four equal groups based on hourly pay rates. The gender distribution within each quartile helps highlight where imbalances exist and where progress is being made.

For 2025, the distribution is as follows:

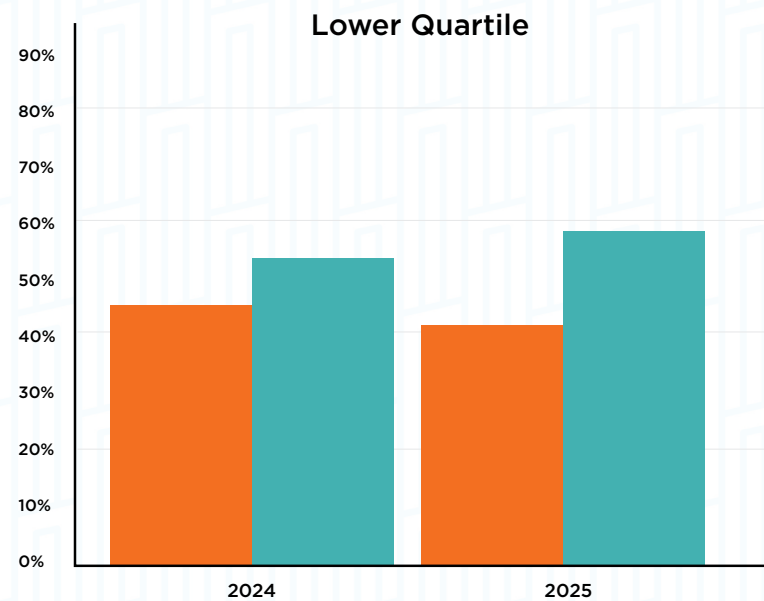
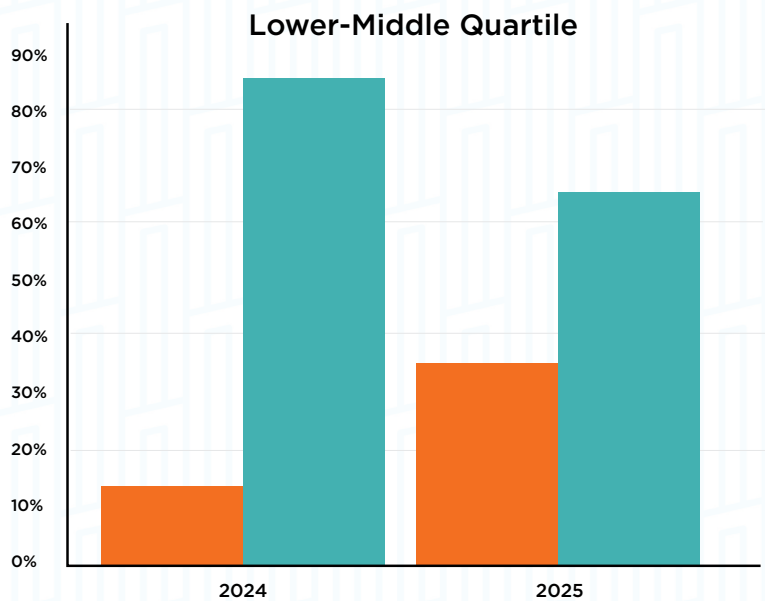
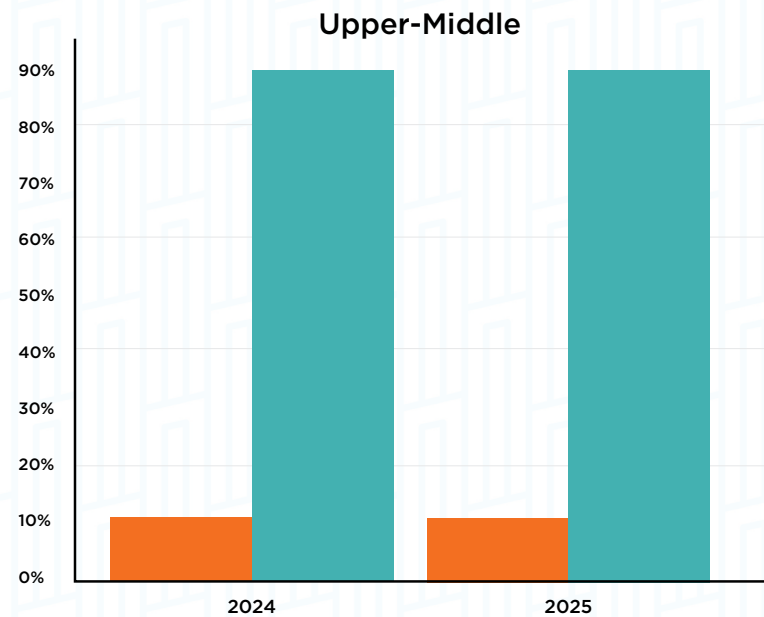
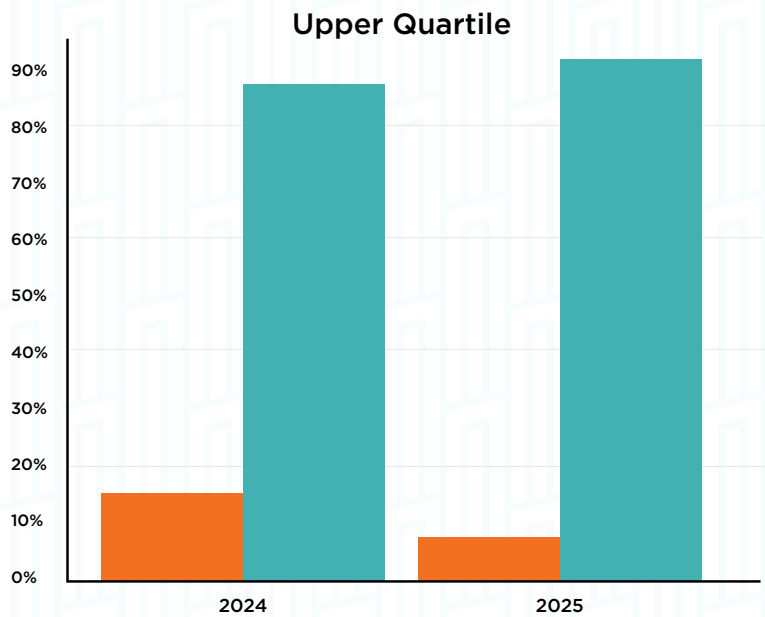
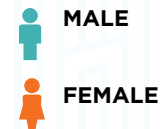
- Upper Quartile - 91.04% Male, 8.96% Female
- Upper-Middle Quartile - 89.71% Male, 10.29% Female
- Lower-Middle Quartile - 64.18% Male, 35.82% Female
- Lower Quartile - 58.82% Male, 41.18% Female

While these figures reflect ongoing gender representation challenges typical in the construction and manufacturing industries, they also highlight continued progress in broadening opportunities for women across all levels of the business.

Saint-Gobain Construction Products Ireland Ltd remains dedicated to improving gender balance and closing the gender pay gap. Through ongoing initiatives focused on recruitment, development, and progression, we aim to continue fostering an inclusive environment that supports all colleagues in reaching their potential.

We recognise that progress takes time, but through consistent action, transparency, and commitment, we are confident that our efforts will continue to drive positive change.







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