

# Gender Pay Gap Report

HR Department  
GMC Utilities Group Limited  
November 2025



## Introduction:

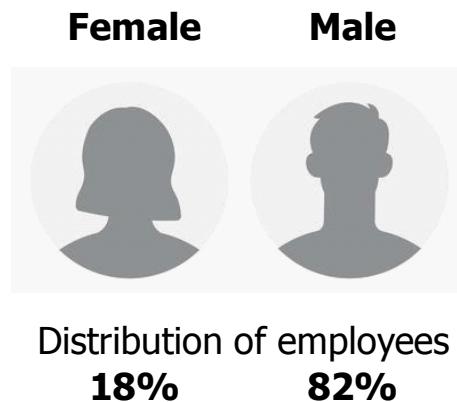
The gender pay gap is the difference in the average hourly wage of men and women across the workforce. It compares the pay of all working men and women, not just those in similar jobs, with similar working patterns, or with similar competencies, qualifications, or experience. A gender pay gap does not indicate discrimination or an absence of equal pay for equal-value work - it reports a gender representation gap.

GMC Utilities Group is committed to promoting diversity and inclusion, and we are actively working to improve gender balance within our Company. We continue to champion increasing women's representation in our Company and the broader construction industry.

## Reporting information and definitions:

This snapshot reflects data captured from July 2024 to June 2025.

This report does not discuss equal pay, which is the statutory right to be paid equally for work determined to be the same or equivalent regardless of gender. We have robust procedures in place which support our company pay and grading structure. This ensures all roles are assessed against consistent principles and methodology and result in fair pay for all.



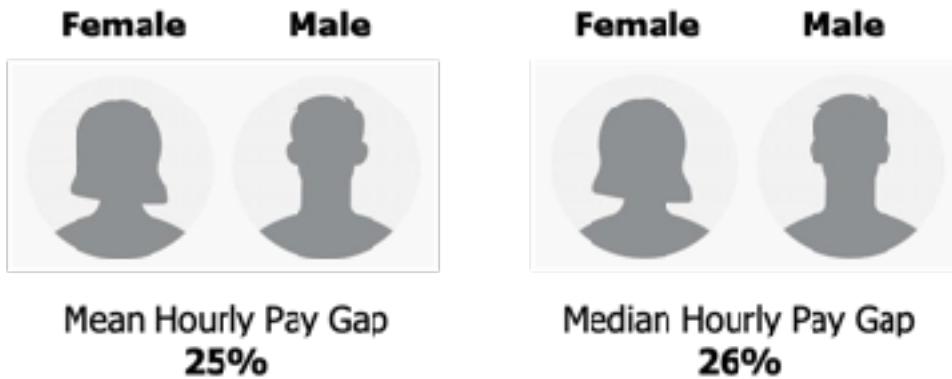
Our all-employee gender pay gap is driven by significantly lower female participation in engineering related roles. Our percentage of female employees is better than most companies in the construction sector at 18% (last year was 15%).

According to the most recent CSO figures, 10.2% of construction employees are women.

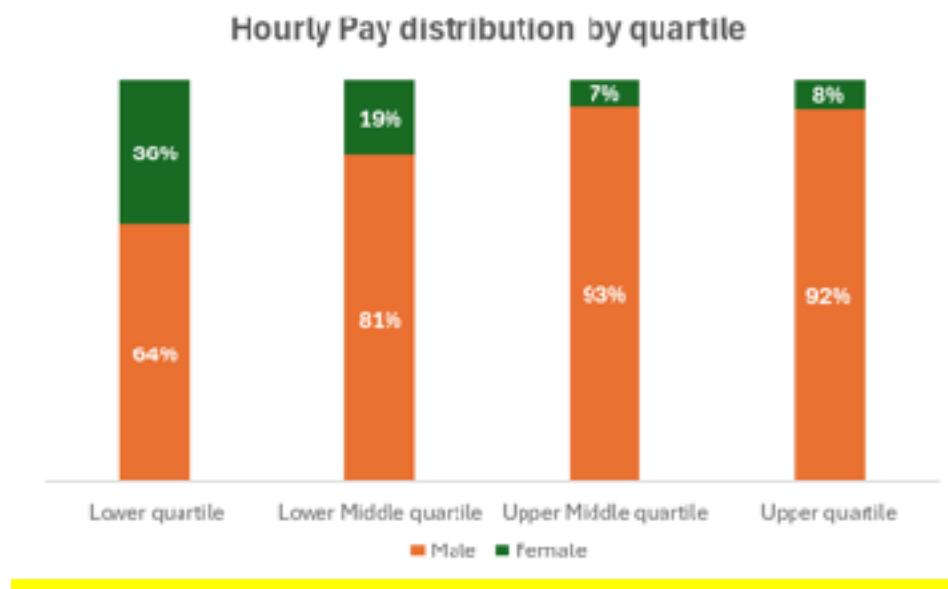
Our senior roles such as Directors and Project Managers mainly come through the trade route and are therefore male. Our support roles such as Data Analysis, Administration and Planning are more female dominated.

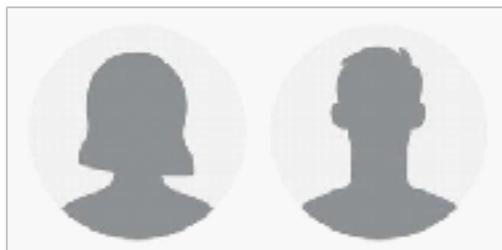


GMC Utilities Group has a mean Gender Pay Gap of 25% (last year was 32%) and a median Gender Pay Gap of 26% (last year was 38%). The pay gaps are affected by the number of women in the business and by the overtime paid to site staff covered by the relevant Sectoral Employment Orders.

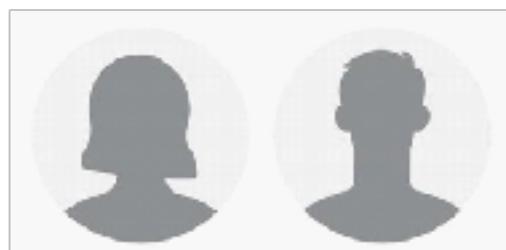


The figures represent hourly total payments to female employees expressed as % lower than hourly total payments to male employees



**Female****Male**

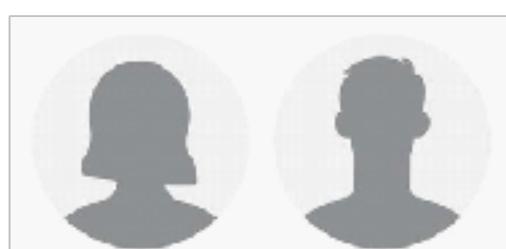
Employees with Bonus  
**57%**      **48%**

**Female****Male**

Employees with BIK  
**15%**      **33%**

**Female****Male**

Mean Bonus Gender Pay Gap  
**32%**

**Female****Male**

Median Bonus Gender Pay Gap  
**n/a**

The figures represent bonus payments to female employees expressed as % lower than bonus payments to male employees.



## Future Commitments and Goals

GMC are continuing to build on our strategy to promote the GMC Group and the Utilities sector as a career path for everyone, regardless of gender. We are very aware that our industry and the construction industry in general is seen as a male-dominated area with career paths for men and we are keen to do what we can to redress this distorted view.

GMC takes and actions feedback as required from our employee surveys and results are shared with employees. We also involve employees in the company strategy, and volunteers are invited to participate in strategy workshops on themes aligned with our values. The output is reviewed by the board and actions are assigned to departments or individuals. Updates are provided by the Managing Director during briefings.

GMC is committed to providing equal pay for equal work without exception for every employee. We continue to ensure fairness and transparency in pay and all terms and conditions. Bi-annually GMC reviews all the employment levels in the organisation to ensure consistency of reward for roles at each level, comparing men and women's reward at each level.

GMC is committed to increasing and developing female talent across the Company including in leadership positions, despite being challenged with fewer females in the construction sector as a whole. We will continue to support women's career development through providing training, paid educational assistance as well as the necessary experience to facilitate their progression.

We understand the need to communicate with the next generation of talent entering the workforce and as such GMC continue to maximise our presence at college career fairs. During this reporting period, we attended ten college fairs, speaking to students at various points of their educational journey. We regularly review our recruitment practices to ensure that we are attracting a diverse set of candidates and this year we attended the STEM Women Graduate Careers Fair in the Convention Centre in Dublin where we spoke to over a hundred female Graduates from various STEM disciplines. These college and graduate fairs provide us with the opportunity to, not only discuss the career possibilities that exist with GMC, but also to educate about opportunities in our sector in general.

As outlined above we are aware that our industry is perceived as one with careers for boys/men therefore we recognise the need to educate students at second level also about the possibilities that exist in our industry and with GMC in particular. As part of our Corporate Social Responsibility, we sponsor local schools and local sports teams, generating awareness of our company. We are currently sponsoring Faugh's Camogie Club and their U15 Féile team in addition to the U14 girls John Mitchels/Stabannon Parnells team. We also participated in a mock interview event at Naas Community College earlier this year where we gave students experience of what they can expect from interviews once they are ready to enter the workforce. Finally, we are in discussion with Maynooth University regarding their STEM Passport for Inclusion currently, aimed at assisting students from diverse backgrounds in reaching third level and pursuing STEM subjects. Although aimed at boys and girls, there is an awareness of the lack of female students choosing to undertake STEM subjects when they consider third level options and as such they are partnered with a number of all-girls and mixed schools from areas that are typically less well represented at third level. We hope to take some Transition Year students as part of this programme in 2026.



At GMC Utilities Group, we believe that International Women's Day isn't just a one-day celebration—it's an everyday commitment to empowering our amazing team of women. That's why we organised a special workshop with Madeline Gleeson, an empowerment coach, to inspire our female colleagues to prioritise their health and wellbeing.

By prioritising gender balance, we recognise that we can create a more equitable, productive, and innovative work environment and that benefits everyone.

