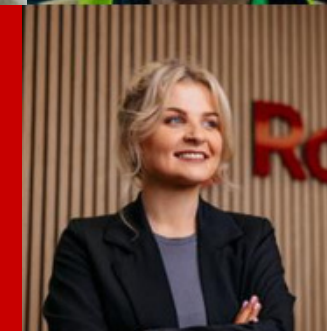
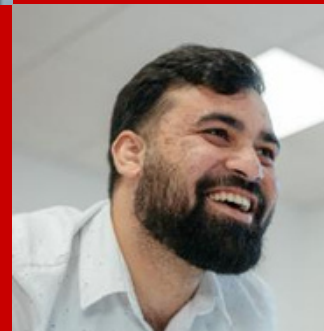
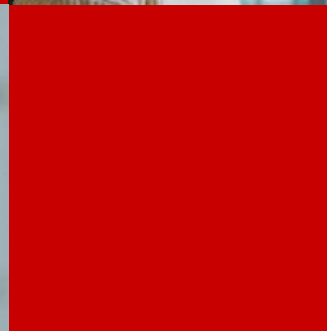
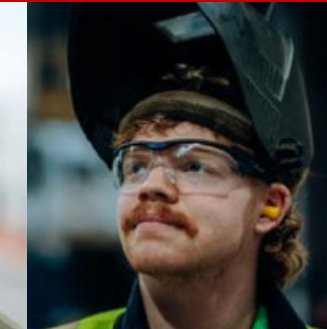


# GENDER PAY GAP REPORT 2024





# INTRODUCTION

At Rockwell, we are deeply committed to diversity, equity, inclusion, and belonging. We embrace diversity as a core strength, prioritising an environment where everyone feels valued, respected, and empowered to contribute. Our commitment to diversity, equity, and belonging is not only rooted in our core values but also fuels our success as a team, as partners, and in the communities where we operate.

New Gender Pay Gap Legislation requires Rockwell to report on gender pay for the first time under a number of benchmarks. Our results are based on data for twelve months period ending June 2024.

The construction sector has a much higher percentage of males than other industries and improving female representation continues to be a challenge. Rockwell is no different in this regard and females are underrepresented in senior positions in our organisation, which effects our gender pay metrics.

At Rockwell, we regularly review pay structures to ensure fairness and consistency across roles, reaffirming our commitment to being an equitable employer.

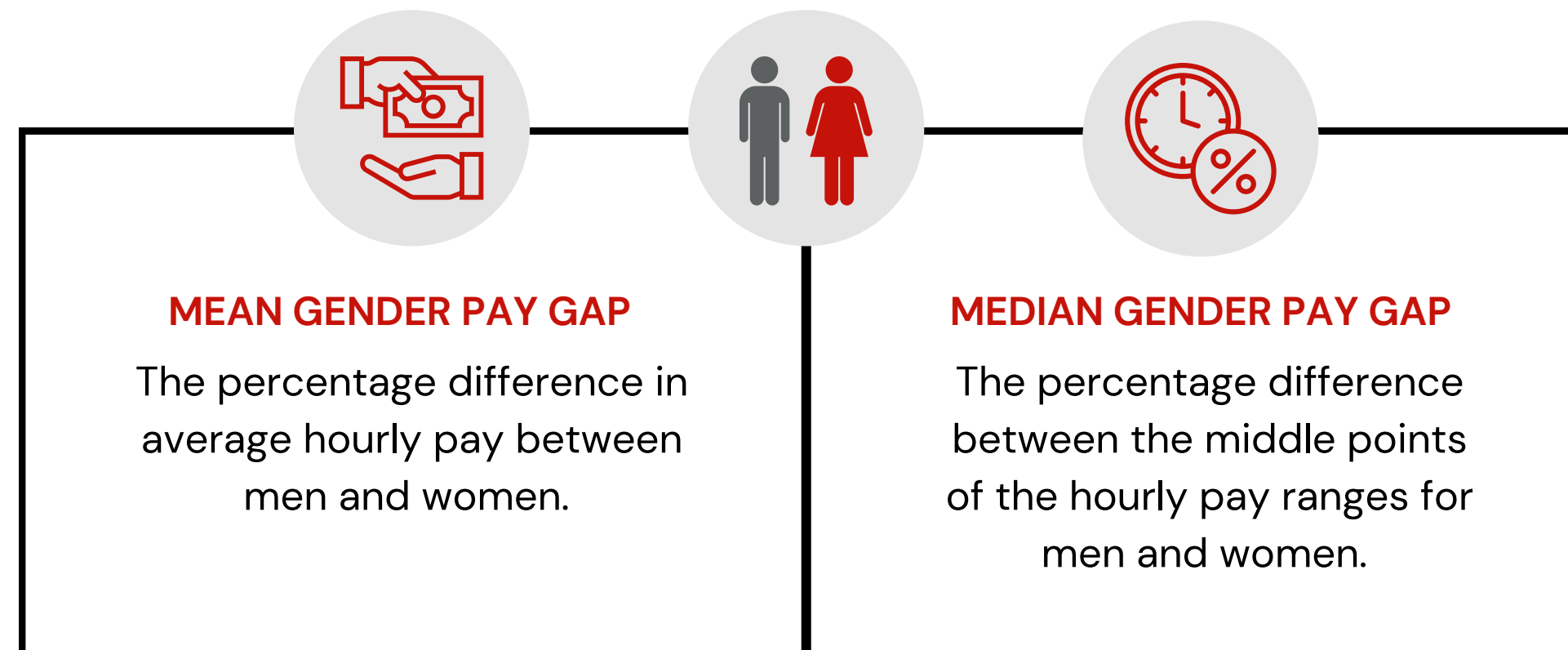




# WHAT IS THE GENDER PAY GAP?

The Gender Pay Gap report offers valuable insights into the representation of different genders within an organisation and highlights any pay disparities. It is important to note however, that the gender pay gap does not imply unequal pay for the same work; rather, it reflects how men and women are distributed across various roles and levels of seniority.

The gender pay gap tracks the average hourly earnings of men and women, irrespective of their individual roles or duties in the company.





# GENDER PAY VS EQUAL PAY

It is important to distinguish between the gender pay gap and equal pay.

The gender pay gap reflects the difference in average pay between men and women, whereas equal pay ensures that individuals performing the same or equivalent work receive the same compensation.

At Rockwell, we are focussed on ensuring equal opportunities and fair treatment for every employee. We are actively working to improve the representation of women both within our organisation and across the construction and engineering industries.



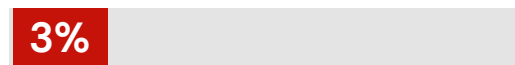


# ROCKWELL METRICS FOR 2024

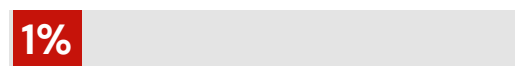
## GENDER PAY GAP HOURLY PAY

The gender pay gap in hourly wages illustrates the average and median hourly full-pay earnings for females and males at Rockwell. The figures highlight the disparity in female earnings, expressed as a percentage below male earnings.

### MEAN GENDER PAY GAP



### MEDIAN GENDER PAY GAP

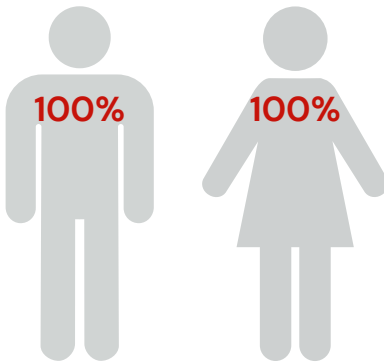


## BENEFIT IN KIND

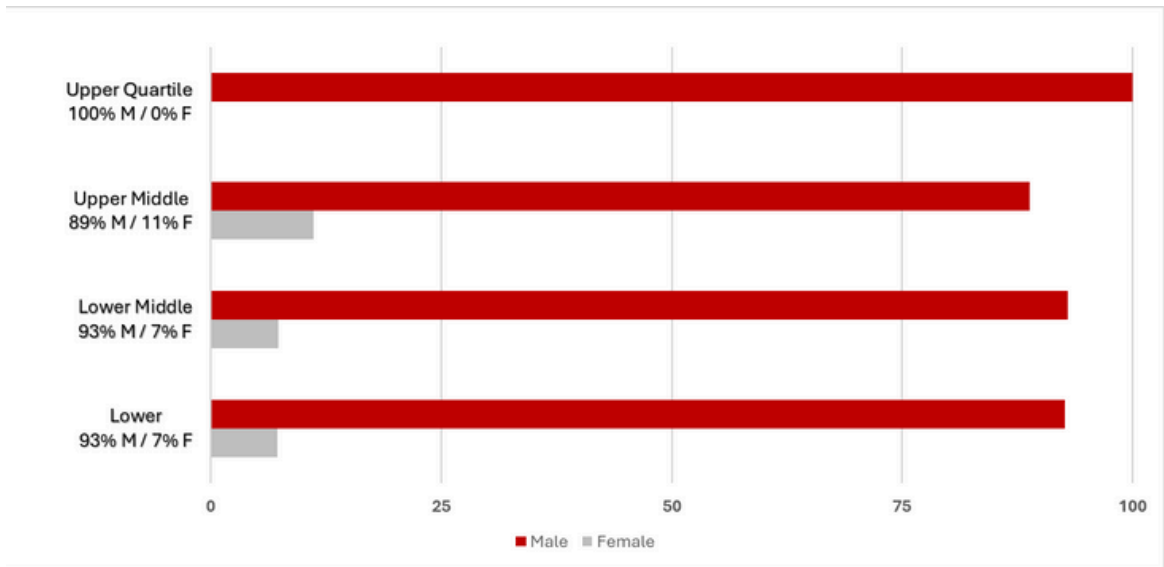


Proportion of males and females who receive BIK

## BONUS



Proportion of males and females who receive a bonus through payments or vouchers





# ROCKWELL'S APPROACH TO CLOSING THE GAP

## TRAINING

Rockwell prioritises continuous learning and professional development, offering training programs in management, First Aid, and Mental Health & Wellbeing at Work. We also provide a tuition assistance scheme, supporting employees in further education by covering academic fees for relevant courses.

## RECRUITMENT

We regularly review job descriptions to ensure they are inclusive and gender-neutral. As part of our ongoing DEI work, we keep improving our interview process by using diverse panels to reduce bias and bring in different viewpoints.

## PROMOTING SUCCESS

Promote further the success of the female members of our business.

## EDUCATION PROGRAMMES

Expand our school and college visits to help students understand the modern construction sector. As part of Engineer's Ireland's STEPS Program, Rockwell team members visited several schools to give talks to 5<sup>th</sup> & 6<sup>th</sup> year students about the exciting career opportunities in the industry.

## EMPLOYEE PERCEPTION SURVEY

At Rockwell, we actively listen to our employees through Employee Perception Surveys (EPS), group discussions, and toolbox talks, ensuring their voices shape our diversity and inclusion plans.

## CLEAR GOALS

Rockwell is committed to fostering a more diverse and inclusive workplace. As part of this commitment, we aim to increase the number of women in management roles by 10% by the end of 2027, ensuring greater representation and leadership opportunities for women across our organisation.

## DIVERSITY

Continue investing resources for Diversity & Inclusion throughout the organisation.

