



GENDER PAY GAP REPORT 2026



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.

Gender Pay Gap Legislation requires Rockwell to report on gender pay yearly under a number of benchmarks. Our results are based on data for twelve months period ending June 2026.

The construction sector has a much higher percentage of males than other industries and improving female representation continues to be a challenge.

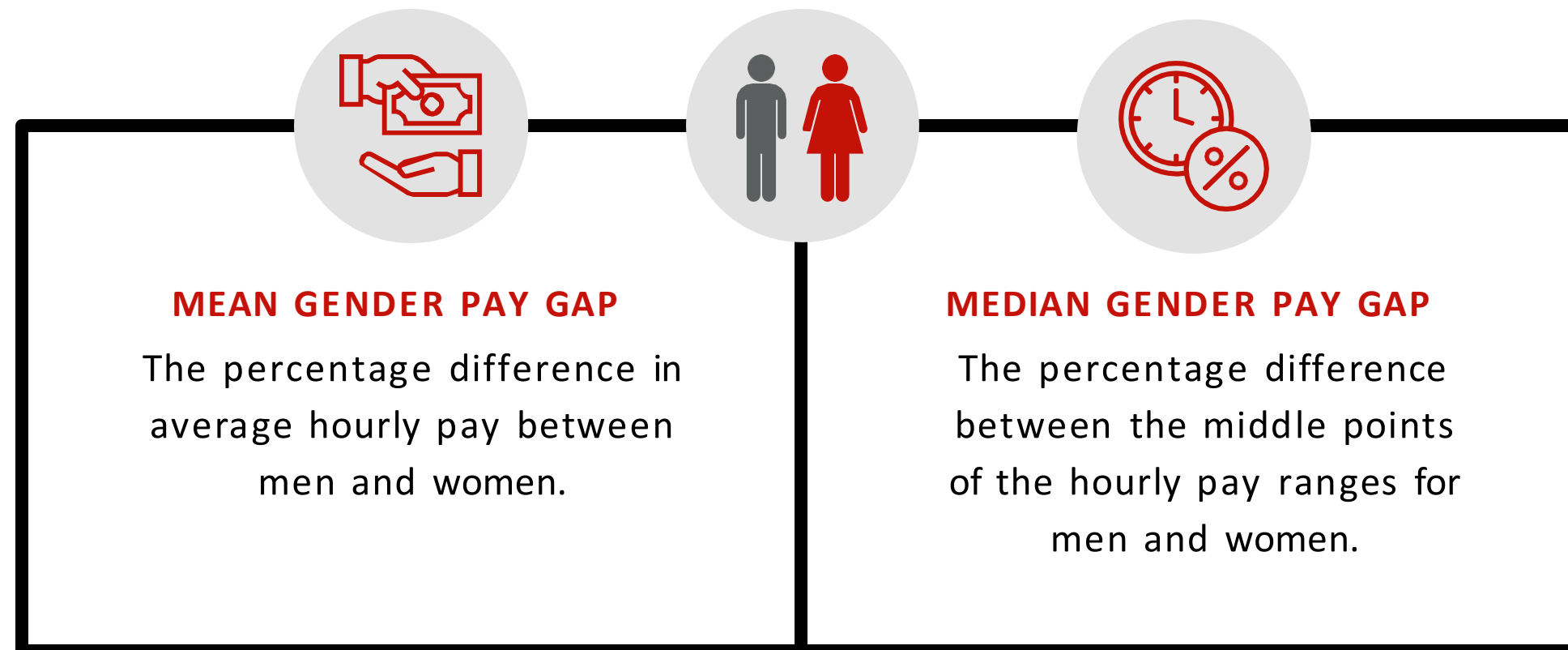
At Rockwell, we regularly review pay structures to ensure fairness and consistency across roles, reaffirming our commitment to being an equitable employer.



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.

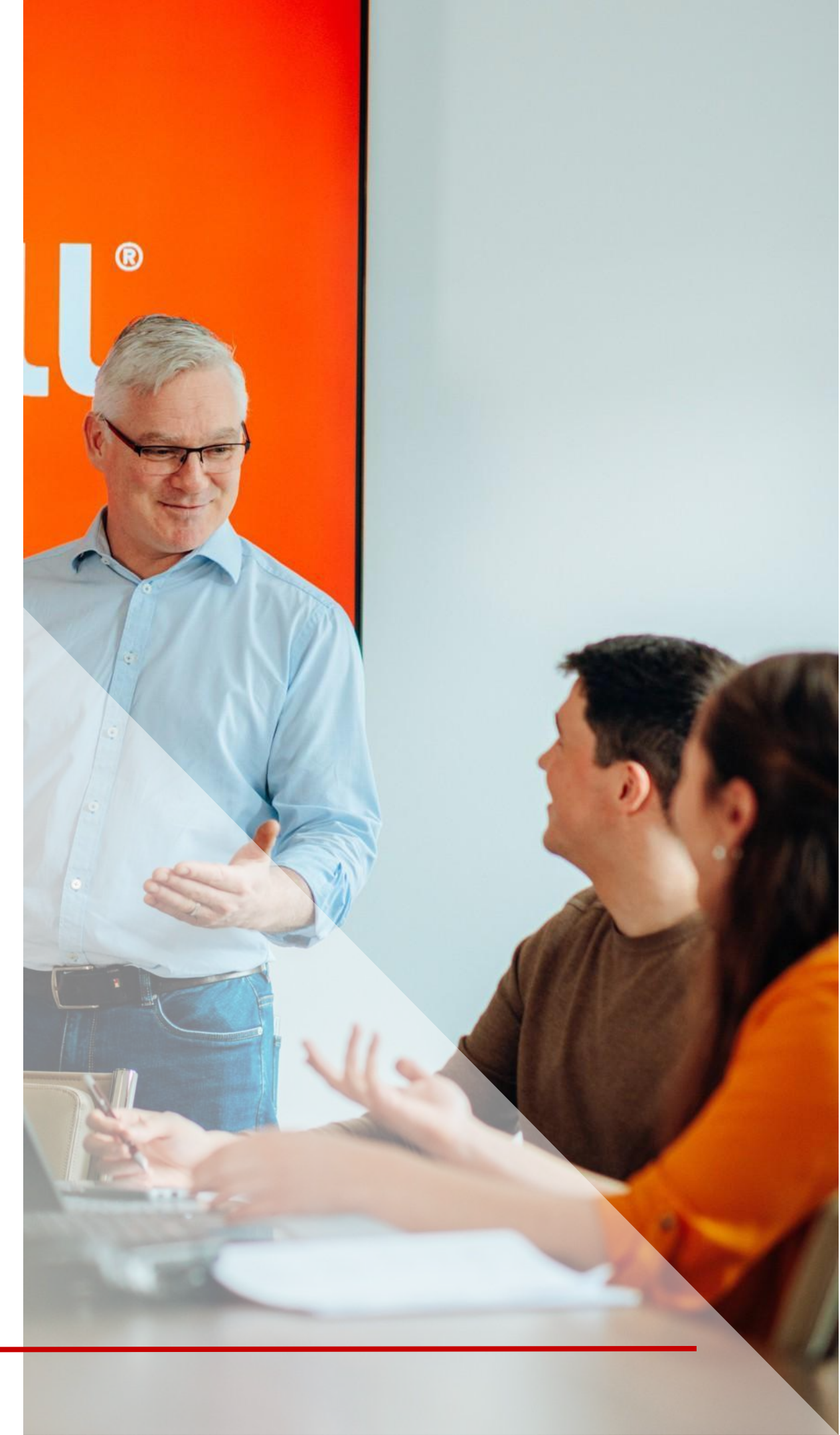


GENDER PAY VS EQUAL PAY

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 2026

GENDER PAY GAP HOURLY PAY

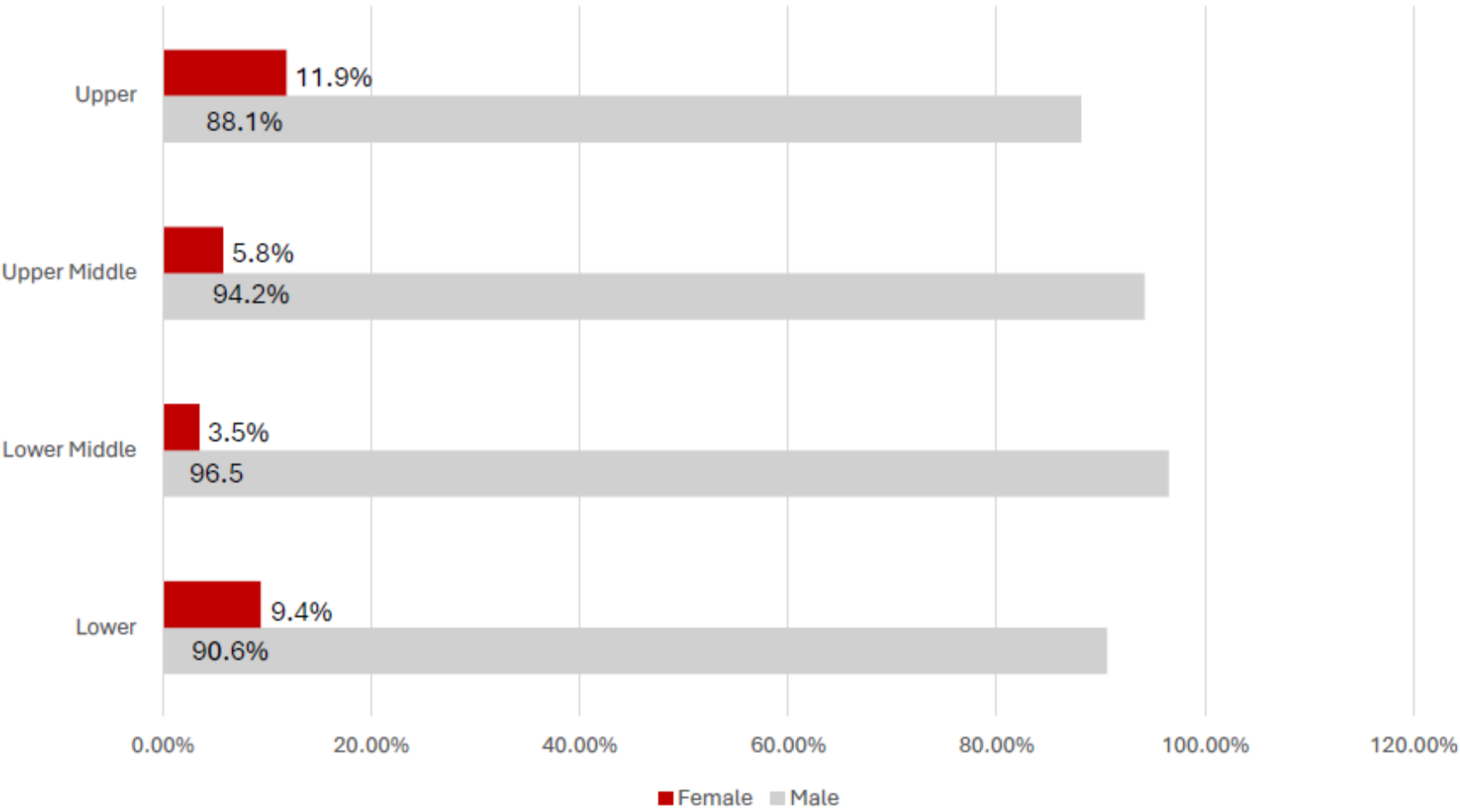
The gender pay gap in hourly wages illustrates the average and median hourly full-pay earnings for females and males at Rockwell. Our gender reported pay gap as below in favour of women reflects the composition of our workforce, where women represent a small proportion of employees but are disproportionately represented in higher-paid professional roles, resulting in higher average female earnings.

MEAN GENDER PAY GAP

4.5% in favour of Females

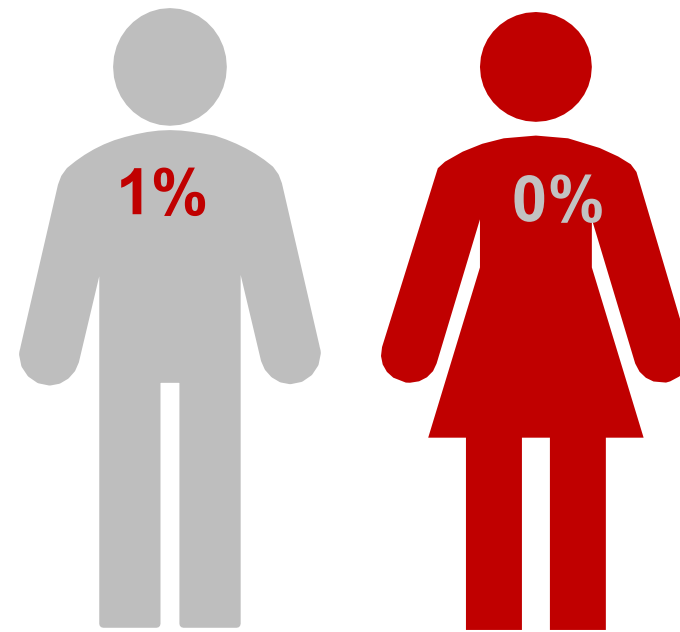
MEDIAN GENDER PAY GAP

9.27% in favour of Females



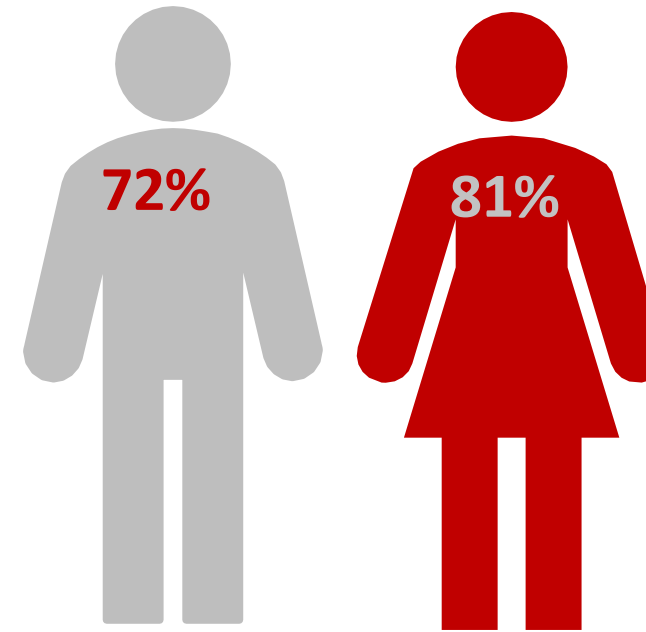
ROCKWELL METRICS FOR 2026

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.

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 5th & 6th 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

As part of its commitment to diversity and inclusion, Rockwell aims to increase female representation across all areas of the organisation by 10% by the end of 2027, creating greater opportunities for women at every stage of their careers.

DIVERSITY

Continue investing resources for Diversity & Inclusion throughout the organisation.

