

Irish Cement is Ireland's leading manufacturer and supplier of high-quality cement. Operating two modern cement factories, one on the east coast near Drogheda and the second on the west coast in Limerick we supply cement to customers throughout Ireland and also overseas. While historically the workforce in our business has been predominantly male, today females make up 15% of our 306 employees.

Our people remain our most important and valued asset and we believe that a successful business is one that harnesses the benefits of a truly inclusive and diverse culture. In Irish Cement, we aspire to be an employer of choice and believe that attracting, retaining, and developing the best, most talented individuals, regardless of gender, is key to the future success of our business.

## GENDER PAY STATISTICS

Gender pay gap data is different to equal pay. Equal pay relates to pay differences between males and females who carry out the same jobs, similar jobs, or work of equal value. Gender pay gap is the difference in the average pay and bonuses between females and males across a business.

### HOURLY RATE



This graphic compares the average hourly pay for females and males. Irish Cement has long established agreed rates for the majority of roles within our operations, these rates apply regardless of gender. However, our operational workforce remains predominantly male (85%). The negative median figure reflects the fact that the majority of females are employed in higher paid professional positions such as engineering, finance and human resources.

### PART-TIME



There are currently no part-time male employees in Irish Cement.

### BONUS



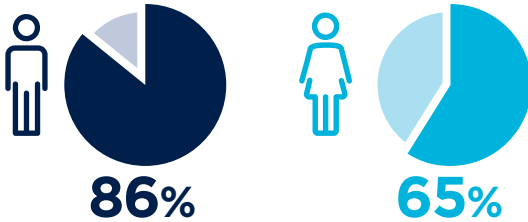
This graphic compares bonuses for females and males. All employees are entitled to participate in the CRH Share Participation Bonus Scheme, the value of the bonus is determined by the performance of the business. In addition, management receive a performance related bonus in line with defined targets.

### TEMPORARY / FIXED CONTRACTS

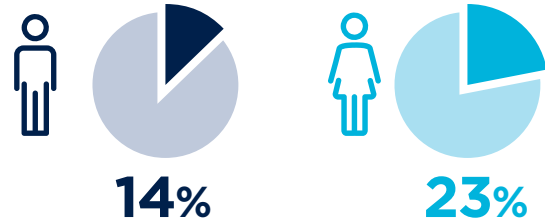


This graphic compares the average hourly pay for females and males on temporary or fixed term contracts. During the reporting period, females on temporary contracts were predominantly college students on work placements, while males were both general operatives providing summer cover and experienced professionals working on specific projects.

## BONUS PAID PROPORTIONS

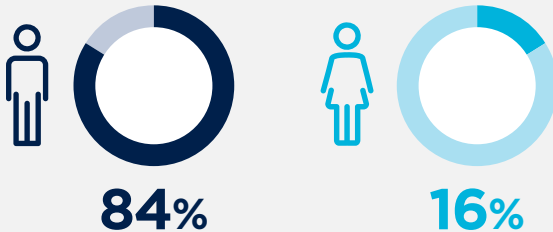


## BIK PAID PROPORTIONS

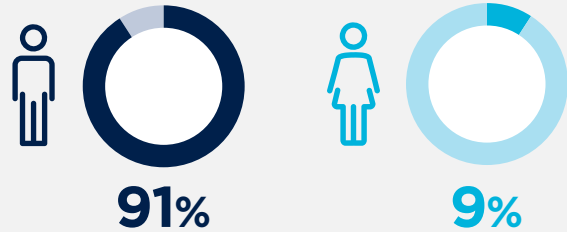


This graphic shows the proportion of females and males receiving a bonus. All employees are entitled to participate in the CRH Share Participation Bonus Scheme after twelve months continuous service. The scores here reflect the fact that many females joined Irish Cement in 2022/2023 and during the reporting period had not completed twelve months employment.

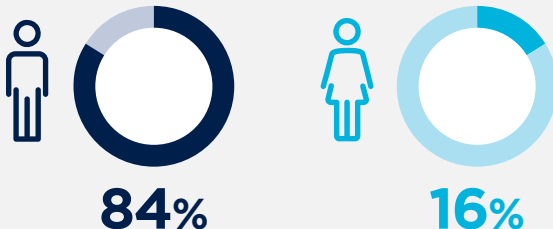
## LOWER Q1



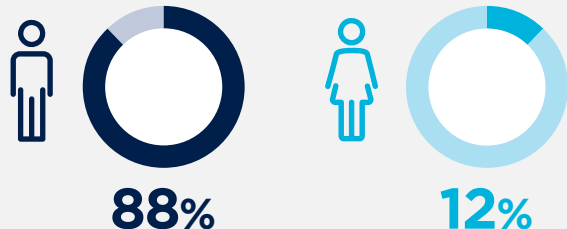
## LOWER MIDDLE Q2



## UPPER MIDDLE Q3



## UPPER Q4



These graphics show the distribution of female and male pay based on income quartiles. These are calculated by splitting the entire Irish Cement workforce into four groups based on hourly pay from the highest (Q4) to the lowest (Q1). Here we show the percentage of females and males in each quartile. Irish Cement has 15% female employees. The distribution of 16% and 12% females in Q3 and Q4 reflects our ongoing commitment to attracting and developing female careers in the cement industry.

## OUR ACTIONS

Attracting and retaining females and a diverse range of prospective employees is one of our primary objectives. Recruitment of females remains a challenge for heavy industry. To ensure the focus on this we have appointed an Inclusion & Diversity Champion, rolled out an Inclusion & Diversity Awareness Programme, as well as forming an Inclusion & Diversity Employee Resource Group. In addition, there has been training in the area of Inclusive Recruitment from the Irish Centre for Diversity.

We have also successfully introduced several internal initiatives - including marking International Women's Day, Inclusion & Respect Week, a Wellbeing Calendar of events focusing on topics to support females in the workplace, as well as an Audit of all welfare facilities.

We continue our relationships with the educational sector and local communities to promote and encourage the view that the building materials industry is an attractive career choice.