

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 11% of our 311 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 ongoing 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 (89%). 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



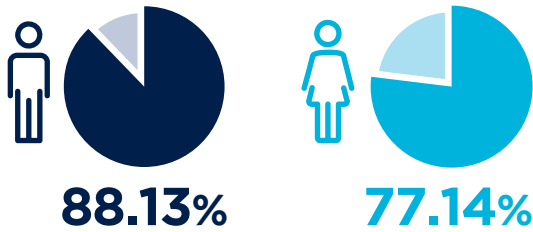
This graphic compares bonuses for females and males. All employees are entitled to participate in the CRH Share Participation Bonus Scheme, the value of the bonus is determined by the performance of the business. In addition, management receive a performance related bonus in line with defined targets.

TEMPORARY / FIXED CONTRACTS

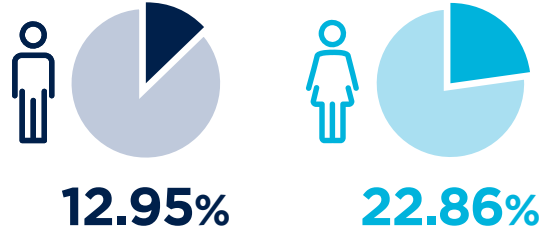


This graphic compares the average hourly pay for females and males on temporary or fixed term contracts. During the reporting period, females on temporary contracts were predominantly college students on work placements, while males were both general operatives providing summer cover and experienced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

BONUS PAID PROPORTIONS

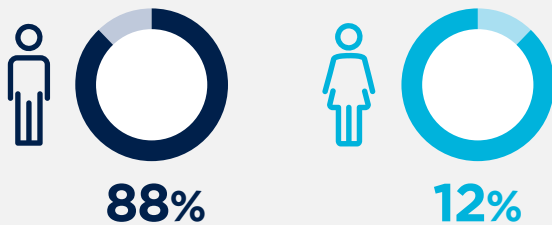


BIK PAID PROPORTIONS

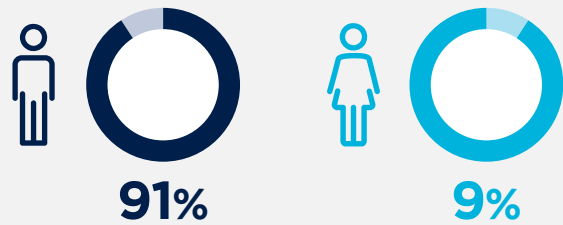


This graphic shows the proportion of females and males receiving a bonus. All employees are entitled to participate in the CRH Share Participation Bonus Scheme after twelve months continuous service. The scores here show an improvement on last year and reflect the fact that many females who joined Irish Cement in 2022/2023 and during the reporting period received a bonus.

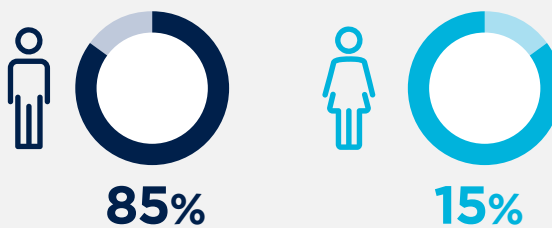
LOWER Q1



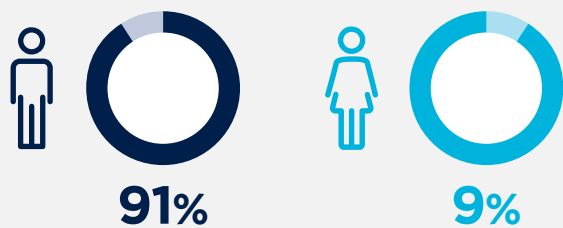
LOWER MIDDLE Q2



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 11% female employees. The distribution of 15% and 12% females in Q3 and Q1 reflects our ongoing commitment to attracting and developing female careers in the cement industry.

OUR ACTIONS

Recruitment of females remains a challenge for heavy industry. Attracting and retaining females and a diverse range of prospective employees continues to be one of our primary objectives. To ensure the focus on this we appointed an Inclusion & Diversity Champion in 2022. We continue to promote Inclusion & Diversity awareness through various programme and initiatives, including ongoing training with Irish Centre for Diversity. We launched an Inclusion & Diversity webpage and recently circulated a Family Friendly Policy Handbook to all employees. We have created an Inclusion & Diversity Employee Resource Group (ERG) which meet quarterly, on a voluntary basis, involving employees from all areas of the company.

We continue to celebrate various internal initiatives – including marking International Women’s and Men’s Day, participate in CRH group wide Inclusion & Respect Week, a Wellbeing Calendar of events focusing on topics to support females in the workplace, as well as a further review 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 for all.