

Roadstone Ltd. operates in more than fifty locations throughout the Republic of Ireland providing a broad range of high-quality products to the construction industry and to the public. Whilst historically the workforce in our business has been predominantly male, we have taken steps to gradually increase our female representation to 18% of our 696 employees.

At Roadstone, 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 Roadstone, 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 males and females across a business.

ALL EMPLOYEE HOURLY



This graphic shows the percentage by which female's average hourly pay is lower compared to males. Roadstone Ltd has long established agreed rates for the majority of roles within our operations, these rates apply regardless of gender. The higher median rate for female employees (-1.6%) results from males employed marginally in more site-based work in our quarries and production plants whilst female employees are predominantly employed in office-based roles, which generally include higher paid finance, quality control, certain administration and clerical roles.

PART TIME



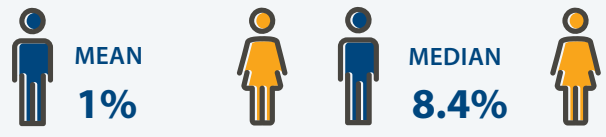
We have a very small number of part-time employees (5), where there are no males.

BONUS



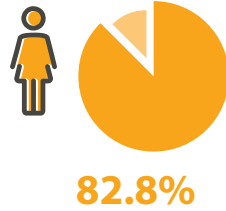
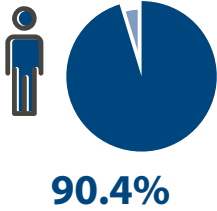
All employees with over a year's service are entitled to participate in the CRH Share Participation Bonus Scheme, the bonus value is determined by a comprehensive agreement with the unions. In addition, management receive a performance-related bonus in line with defined targets. This graphic shows the percentage by which females' average bonus pay is lower compared to males.

TEMPORARY / FIXED CONTRACTS

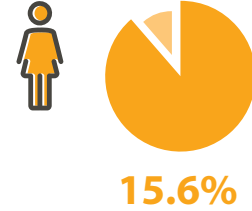
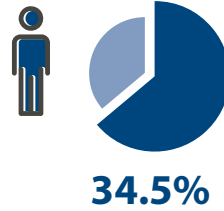


In the relevant time frame male and females on temporary contracts were predominately secondary school and college students on summer work placements. During this period there were more males employed on fixed-term contracts.

BONUS PAID PROPORTIONS

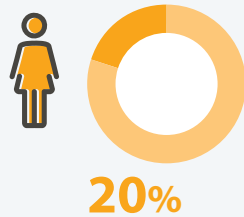
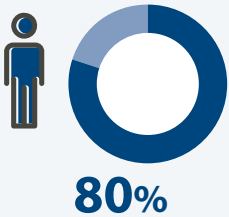


BIK PAID PROPORTIONS

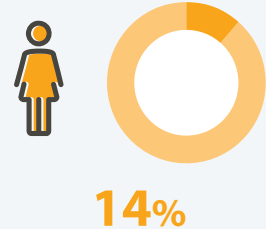
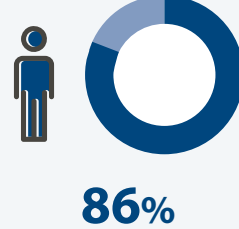


The proportion of males and females receiving a bonus. All employees are entitled to participate in the CRH Share Participation Bonus Scheme but they must have completed twelve months continued service. As the graph illustrates, this timing issue relating to insufficient service is the reason why a percentage of males and females did not receive a bonus.

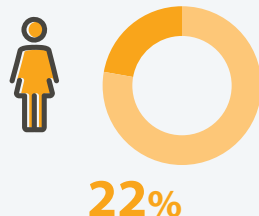
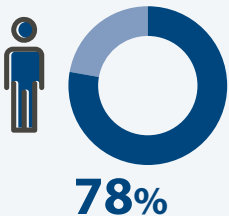
LOWER Q1



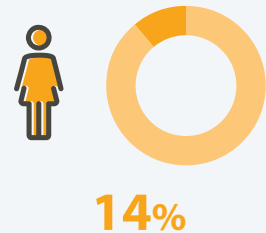
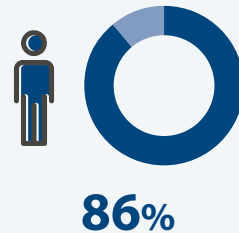
LOWER MIDDLE Q2



UPPER MIDDLE Q3



UPPER Q4



The distribution of pay is shown in quartiles. These are calculated by splitting the entire Roadstone workforce into four equal bands based on hourly pay from the highest (upper) to the lowest (lower). Here we show the percentage of males and females who sit in each band. Roadstone Ltd has 18% female employees and incremental improvements are seen in the majority of the quartiles, which reflects our continued ambition to attract and develop female careers in our industry. We are pleased to say that the average of the top two earning quartiles is 18% which is representative of the proportion of our female colleagues in our business.

OUR ACTIONS

As a traditionally male-orientated industry, we understand that increasing the number of females in our business is a challenge. Roadstone utilised a calendar of Inclusion & Diversity events in 2024 that included celebrating International Women's Day and education on Respect in the workplace. We have a very active wellbeing committee who were instrumental in organising company-wide menopause and mental health awareness talks.

The Company attended the STEM Women Recruitment Fair and continued to use a recruitment platform to attract more diverse candidates. Furthermore, we continue to be an active member of the Business in the Community Elevate Pledge, which is a commitment to build a more inclusive workforce.

Our Continued relationships with the educational sector and local communities promote and encourage females and males to view the construction materials industry as an attractive and worthwhile career choice.