

KILCAWLEY CONSTRUCTION

Gender Pay Gap

REPORT 2026





KILCAWLEY
CONSTRUCTION



Introduction:

Kilcawley Construction is a family-owned business with deep roots in the north-west of Ireland, operating from our head office in Sligo and our regional office in Maynooth. Established in 1934, we have proudly served the construction sector for over 90 years. From the beginning, our founders placed “Excellence in Construction” at the heart of our mission—an ethos that continues to guide every aspect of our work today.

This year marks our first Gender Pay Gap Report under the Gender Pay Gap Information Act 2021, based on data from employees on 27 June 2025.

As a company that takes its responsibilities seriously, our commitment to excellence extends beyond our projects and into how we support our people. This report reflects our commitment to transparency, fairness, and continuous improvement. By examining our pay data and workforce structure, we aim to better understand the factors influencing gender representation within our organisation and to strengthen our ongoing efforts to foster an inclusive, equitable workplace for all.



What is the Gender Pay Gap?

The gender pay gap represents the difference in the average hourly pay of men and women across an organisation. It is distinct from equal pay, which requires that men and women receive the same pay for doing the same or similar work.

Kilcawley Construction is committed to equal pay for equal work. The gender pay gap reflects broader workforce trends, including the distribution of men and women across different roles, functions, and levels within the organisation.

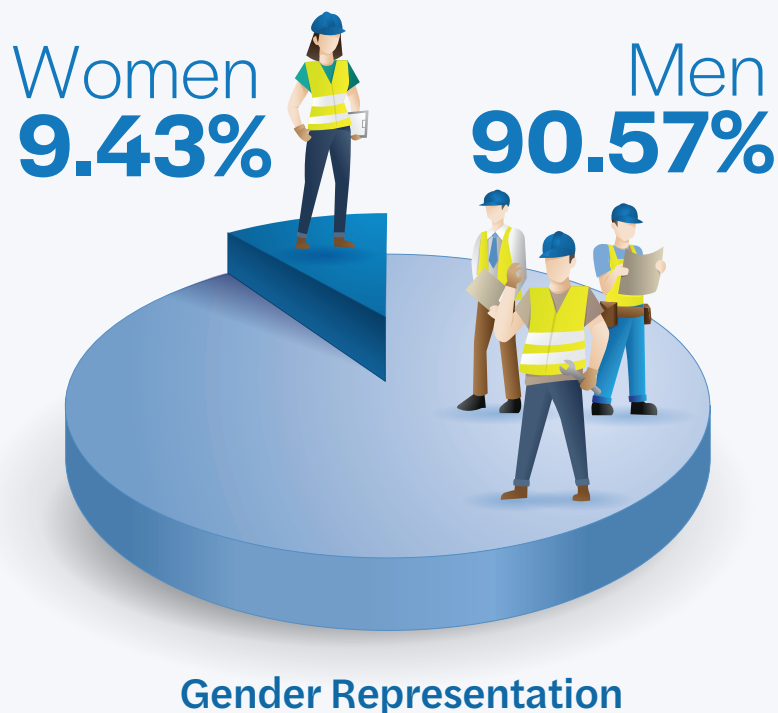
Our Findings:

Median Bonus Remuneration Gap: 41.17%

Mean Bonus Remuneration Gap: 91.56%

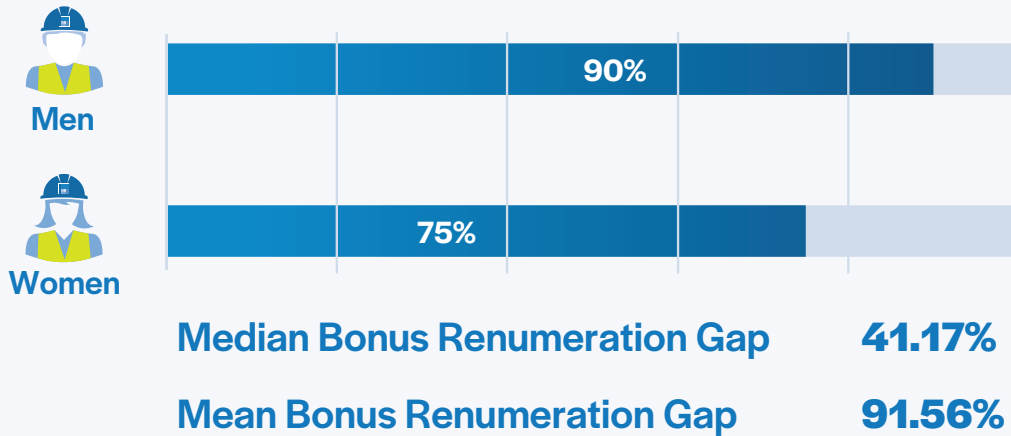
The bonus gap is influenced by the distribution of bonus-eligible roles within the company, particularly at senior and project leadership levels, where male representation remains higher. As a reflection of the wider construction sector, technical, operational and senior management roles are currently predominantly held by men.

We recognise that improving gender representation across all levels of the organisation is key to reducing this gap over time.

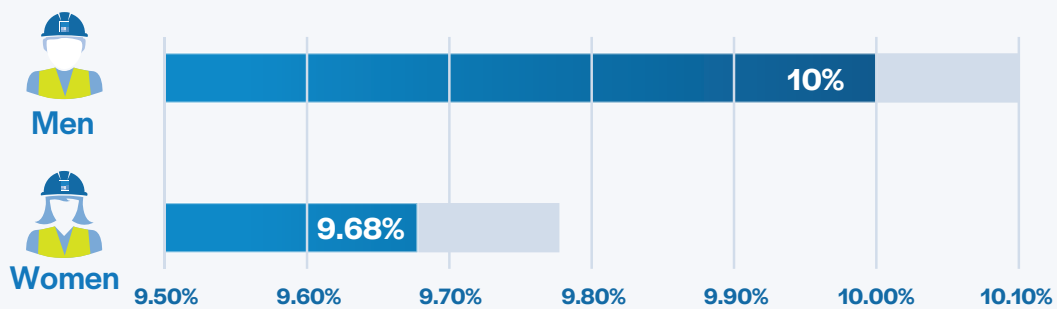


Our Findings:

% in Receipt of Bonus Payment



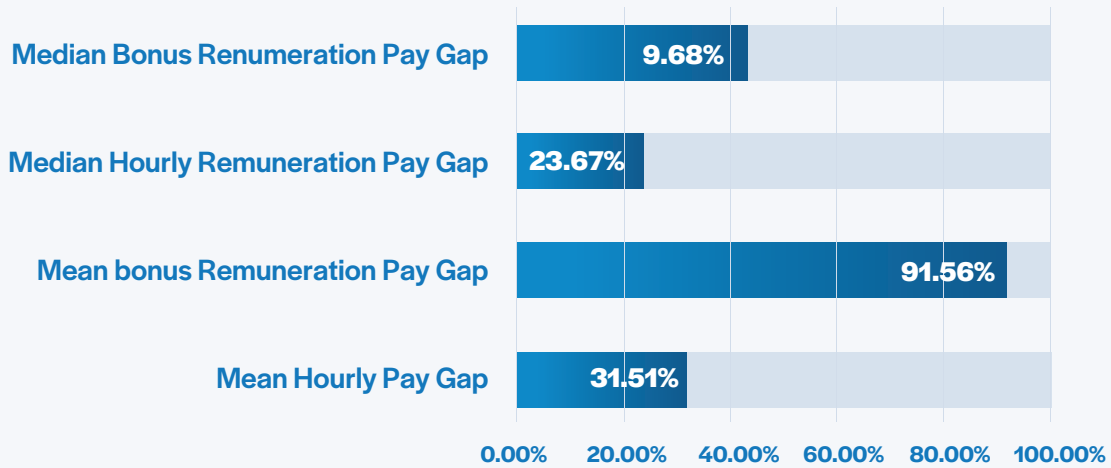
% in Receipt of BIK



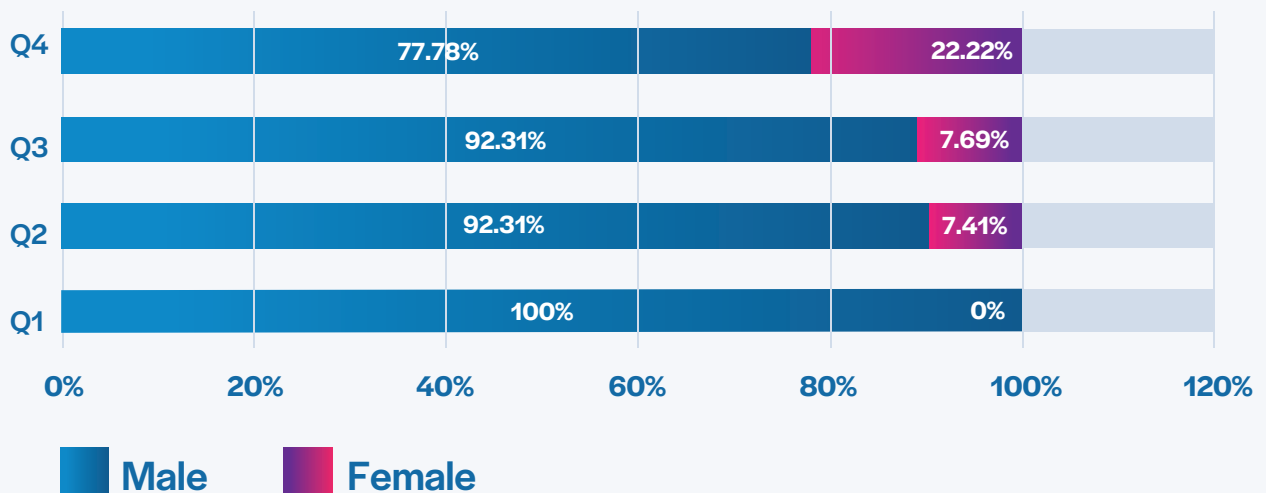


Our Findings:

Gender Pay Gap Statistics



Gender Representation Across Earnings Quartile



Male Female

Closing the Gender Pay Gap:

At Kilcawley Construction, we recognise that closing the gender pay gap is a continuous journey one that requires sustained commitment and meaningful action. While equal pay for equal work is already a legal and ethical requirement, the gender pay gap reflects structural patterns within the construction industry, including the under-representation of women in certain technical and senior roles.

We are committed to taking practical steps that support long-term progress:

Strengthening talent attraction and recruitment

We actively promote careers in construction to a broader and more diverse talent pool and encourage applications from women across all disciplines, including engineering, site management, commercial roles, and skilled trades.

Supporting career development and progression

Through structured training, mentorship, and internal development pathways, we aim to increase female representation in leadership and technical positions over time.

Enhancing workplace flexibility

We continue to expand flexible and family-friendly working practices where operationally possible, supporting employees at different life stages.

Encouraging early career participation

We are committed to supporting female apprentices, graduates, and early-career professionals entering the industry, helping to build a stronger pipeline of future leaders.

Ongoing review and accountability

We will continue to monitor our workforce data annually and review our policies to ensure they remain fair, transparent, and supportive of equal opportunity.





EXCELLENCE IN CONSTRUCTION

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