



CLONMEL
ENTERPRISES

BUILDING & CIVIL ENGINEERING

**GENDER PAY GAP
REPORT 2025**

Record of Changes

Rev. No.	Date	Description	Section	Page
0	02/12/2025	Initial Draft	All	All

Gender Pay Gap Report

Introduction

Clonmel Enterprises Ltd is a leading main contracting building and civil engineering company.

The Gender Pay Gap Information Act 2021 came into effect in July 2021 and requires organisations to report on their hourly gender pay gap across a range of metrics.

At Clonmel Enterprises Ltd we are focused on ensuring equal opportunities and fair treatment for every employee. We are actively working to improve the representation of women within our organisation. We also conduct pay reviews to ensure that there is consistency between positions and employees within positions. In this regard we believe we are an equal and fair employer.

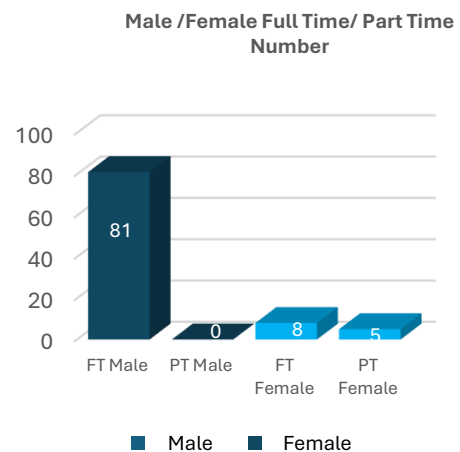
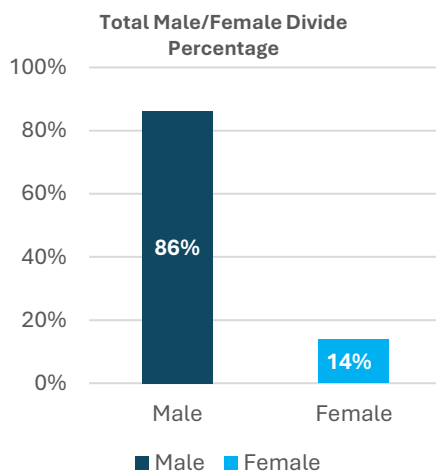
What is the Gender Pay Gap?

The Gender Pay Gap report provides an opportunity to measure and understand gender representation and pay disparities. It is important to clarify that the **Gender Pay Gap** is the difference in the average pay between two groups (men and women) in an organisation. This is different from Equal Pay. **Equal Pay** is a legal requirement that ensures that men and women are paid equally for performing equal or comparable work.

Our Gender Pay Gap

This is our first annual Gender Pay Gap Report and the data in this report relates to a reporting period from 9th June 2024 to 8th June 2025.

On the snapshot date 8th June 2025 there were 94 people employed of which 86% were male and 14% were female.



The construction industry has a much higher percentage of males than most other industries and because of that reason it presents challenges in achieving gender parity across all levels. According to the CSO figures released for 2024 only 10.2% of the Irish construction labour force were female. Although the female representation in Clonmel Enterprises Ltd at the snapshot date exceeds the CSO figure we are very committed to working with the CIF and Engineers Ireland to promote gender inclusiveness in the construction industry.

PAY DIFFERENCES BETWEEN MEN AND WOMEN	
MEAN	MEDIAN
22.68%	18%

The data above shows the gender pay gap as a percentage in both the mean and the median for all staff both full time and part time. The figures represent the difference in female earnings expressed as a percentage below the male earnings.

The Mean shows the the percentage difference between the average hourly pay for men compared to women across the entire organisation regardless of their position, role or the work they perform.

The Median represents the percentage difference between the middle point of the average hourly earnings for men and women across the company. The Median is calculated by listing all the male and female employees in order and the middle value for each group is compared.

All part-time employees on the snapshot date are female, so we have not reported the Mean and Median figures for this group as there are no male employees to provide a basis for this comparison.

PROPORTION OF MEN AND WOMEN RECEIVING A BONUS	
MEN	WOMEN
93.83%	100%

The above data shows that 100% of our female employees received a bonus compared to 93.83% of our male.

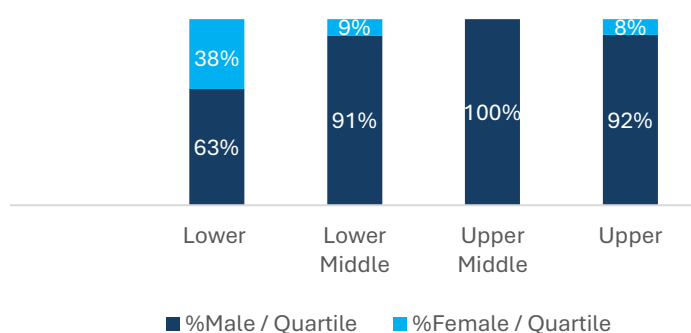
GENDER BONUS PAY GAP BETWEEN MEN AND WOMEN	
MEAN	MEDIAN
55%	25%

The Mean bonus gap shows the difference between the average bonus paid to all male staff compared to all female across the entire organisation regardless of their position, role or the work they perform. The Mean gender pay gap above is expressed as a percentage where the average female bonus received was below what was received by the males.

The Median bonus gap is the difference between the middle point of the average bonus paid to all male compared to all female. In this instance the Median gap above is expressed as a percentage where the Median point for females was higher than that received by males.

The graph below shows our gender distribution in each of the four equally sized pay quartiles. The proportion of male and female employees in each quartile are expressed as a percentage.

Gender Distribution by Quartile



Like many companies in our sector, we face a disparity in gender representation in senior roles, which has in impact in our pay gap. Most of our female employees are based within our support functions of the company such as finance and administration versus many of the male employees are within the construction and engineering function.

Addressing The Gender Pay Gap

At Clonmel Enterprises Ltd we are committed to addressing the gender pay gap within our organisation and as a business we recognise the importance of having a diverse workforce.

We recognise that achieving gender equality particularly in a male dominated construction sector will take time to achieve but we remain resolute and fully committed to this.

- We will continue to collaborate with the educational institutions to promote and encourage women to enter the construction industry. Our Engineering manager visited a school in Naas earlier this year to encourage students to engage with careers in construction, in addition 3 of our staff, acted as mentors as part of the STEM Passport programme which is administered by NUI Maynooth to encourage girls from DEIS areas to enter careers in STEM. We have continued to encourage our staff to engage with this programme
- In addition to providing mentors, we have participated financially in the All-Ireland STEM passport for inclusion programme. As part of their renewal process, they sought commitments and subsequent financial supports from companies to continue their work. We contributed financially to this in 2024 and will continue to do so in 2025. This initiative is to help and guide students from socially disadvantaged communities and create a pathway for young women to enter the STEM sector which includes construction
- We are currently engaging with the Civil Engineering Apprenticeship programme and 20% of our current apprentices are female. We aim to continue to maintain this percentage as we continue with this programme.
- We are committed to encouraging our staff to advance their career by carrying out additional educational courses. We encourage our female staff to avail of educational opportunities such as a master's programme and other programmes to continue to upskill in their roles.
- As a company who were awarded the Silver Investors in Diversity mark for the last four years from the Irish Centre for Diversity, we are committed to ensuring that our company is inclusive. As part of being awarded this mark, we work to ensure that the language and policies in place in CEL are continuously reviewed to improve their inclusivity. This will continue in 2025.

