



SIG Ireland Gender Pay Gap Report

2025



Introduction

SIG is the largest provider of specialist building products on the island of Ireland. We supply world-class brands and technical expertise to the construction industry. We remain committed to providing a fair, inclusive and equitable workplace for all employees.

2025 marks SIG Ireland's continued compliance with the Gender Pay Gap Information Act 2021. This report sets out our Gender Pay Gap based on the snapshot date of 30 June 2025.

The gender pay gap represents the difference in the average hourly pay of men and women across our organisation, irrespective of role or level of seniority. It is not the same as equal pay, which requires employers to pay men and women equally for performing the same or similar work or work of equal value.

Defining “Gender Pay Gap”

The gender pay gap is calculated using a range of statutory metrics, comparing hourly remuneration for all relevant male and female employees.



Kevin Windle
Managing Director

2025 Key Statistics



Mean & Median Gender Pay Gap 2025

MEAN GPG

5%

MEDIAN GPG

-6%

The mean pay difference between men and women is:



MALE EARNINGS

FEMALE EARNINGS

The median pay difference between men and women is:



MALE EARNINGS

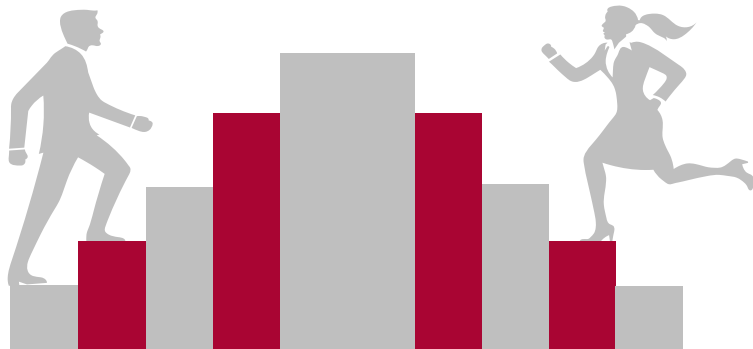
FEMALE EARNINGS

Mean GPG: For every €1 a male earns, a female earns 95 cent

Median GPG: For every €1 a male earns, a female earns €1.06 cent

The primary cause of this imbalance relates to the construction sector being male dominated.

Most senior and technical roles are occupied by men, while women tend to occupy roles within support services or customer facing teams.



An Overview of the SIG Ireland Gender Pay Gap



- **Snapshot date:** 30 June 2025
- **Pay period assessed:** 1 July 2024 – 30 June 2025
- **Total relevant employees:** 300
- **% Male:** 78% (235 employees)
- **% Female:** 22% (65 employees)
- **Fixed-term employees:** 1 female
- **Part-time employees:** 17 employees, 8 females, 9 males

At SIG Ireland, role distribution continues to reflect the wider construction industry, which remains male-dominated. Senior and technical roles tend to have a higher male representation, while women remain more prevalent in support services and customer-facing roles. This occupational distribution continues to influence our gender pay gap.

Proportion of employees in each quartile



Pay Band Quartile	Male	Female
Lower remuneration quartile band	81%	19%
Lower middle remuneration quartile pay band	77%	23%
Upper middle remuneration quartile pay band	72%	28%
Upper remuneration quartile band	83%	17%

Summary of Key Data



Gender Pay Gap	2025
Mean gender pay gap	5%
Median gender pay gap	-6%
Mean gender pay gap of part-time employees	37%
Median gender pay gap of part-time employees	22%
Mean gender pay gap of temporary contracted employees	-100%
Median gender pay gap of temporary contracted employees	-100%
Mean bonus gender pay gap	14%
Median bonus gender pay gap	20%
The percentage of male employees who received bonus pay	53%
The percentage of female employees who received bonus pay	26%
The percentage of male employees who received benefit in kind	31%
The percentage of female employees who received benefit in kind	9%

BIK & Bonus Gap

- Benefit in Kind (BIK) largely relates to company cars and health insurance. As senior roles receive a higher proportion of BIK and bonus-related remuneration, male participation in these roles continues to contribute to the bonus and BIK gaps.
- Female bonus participation is higher than previous years, reflecting targeted initiatives.

SIG Ireland's Approach

As we move into 2026, SIG Ireland plans to continue building on progress by:

- Encouraging greater female representation in technical and leadership roles through targeted development and talent initiatives.
- Reviewing recruitment and talent pipelines to ensure gender-balanced applicant pools.
- Strengthening mentorship, coaching and internal mobility opportunities for women.
- Continuously reviewing company policies to ensure they support employees with caring responsibilities and promote flexible working where appropriate.

Closing the Gap

Our 2025 results show a small mean hourly pay gap (5%) with women outperforming at the median (-6%). Our approach to remuneration remains gender-neutral, and we continue to take meaningful steps to reduce the gender pay gap where possible. Our ongoing actions include:

- Applying fair recruitment practices to ensure equal opportunities for all applicants.
- Providing family-friendly policies, including paid maternity, paternity and parental supports.
- Offering clear progression pathways and development programmes to support career growth for all employees.
- Continuing to encourage female participation in the construction sector, including our annual Women in Construction events since 2023.

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