



Colas Contracting Ltd

Gender Pay Gap

Report 2024





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Colas Contracting Ltd

Who we are

Colas are world leaders in the science of roads and in the development, sourcing and application of a wide range of products and services for the road industry. The COLAS team and our subsidiaries have been involved in road maintenance for 90 years. We have a policy of leading innovation and maintaining the highest standards in all of our activities, from our road surfacing to our sustainable recycling. Our aim is to be Ireland's leading provider of end-to-end road maintenance solutions.

What we do

We provide both contracting and direct services to customers throughout the island of Ireland. The Colas group provide services that cover the entire lifecycle of a road.

In Ireland Colas Contracting have been carrying out road maintenance for Local Authorities since 1980, becoming one of the longest established companies of its kind. We provide a complete range of road maintenance services for customers throughout the country. Our rigorous high standards and attention to detail along with a focus on safety and innovation has allowed us to lead the market over the last 30 years.

Colas Contracting have bases and technical staff nationwide to assist in all aspects of Road Maintenance. We offer a unique and professional service to all of our clients, whilst providing solutions for a variety of road maintenance problems. Our goal at Colas Contracting is to provide our customers with the highest quality services using the latest technology and practices all while maintaining the strict safety and quality standards we have become known for.

Colas Contracting Ltd, are the market leader in the roads asset maintenance and management sector in Ireland. We are the Maintenance Contractor for the Motorway Maintenance & Renewals Contract Network B since 2013. The Motorway Maintenance and Renewals Contract is a mechanism for Transport Infrastructure Ireland (TII) to maintain the national road network consisting of Motorway/Dual Carriageway. Network B is managed by Colas and includes the Midlands/West of the country with over 324km of carriageway.

We are the Term Maintenance Contractor for other TII contracts including,

- VRS Term Maintenance Contract South Region
- Leinster Bridges Term Maintenance Contract



Gender Pay Gap Reporting 2023

The Gender Pay Gap Information Act, 2021 requires organisations with over 150 employees in 2024 should report on their Gender Pay Gap. Organisations are asked to select a 'snapshot' date in the month of June, we have chosen 30th June 2024. Our reporting covers the preceding 12-month period starting on 1st July 2023 to 30th June 2024.

Who is included?

All persons employed by Colas Contracting Ltd on the snapshot date 30th June 2024, including employees not rostered to work on that date and employees on leave.

What do we mean by the gender pay gap?

The Gender Pay Gap calculates the percentage difference between the average earnings of males and females irrespective of their role. The Gender Pay Gap is not the same as equal pay. Employment Equality legislation provides for equal pay for like work. Equal pay requires that men and women who carry out the same or similar jobs; or work of equal value, are paid the same.



Our Data

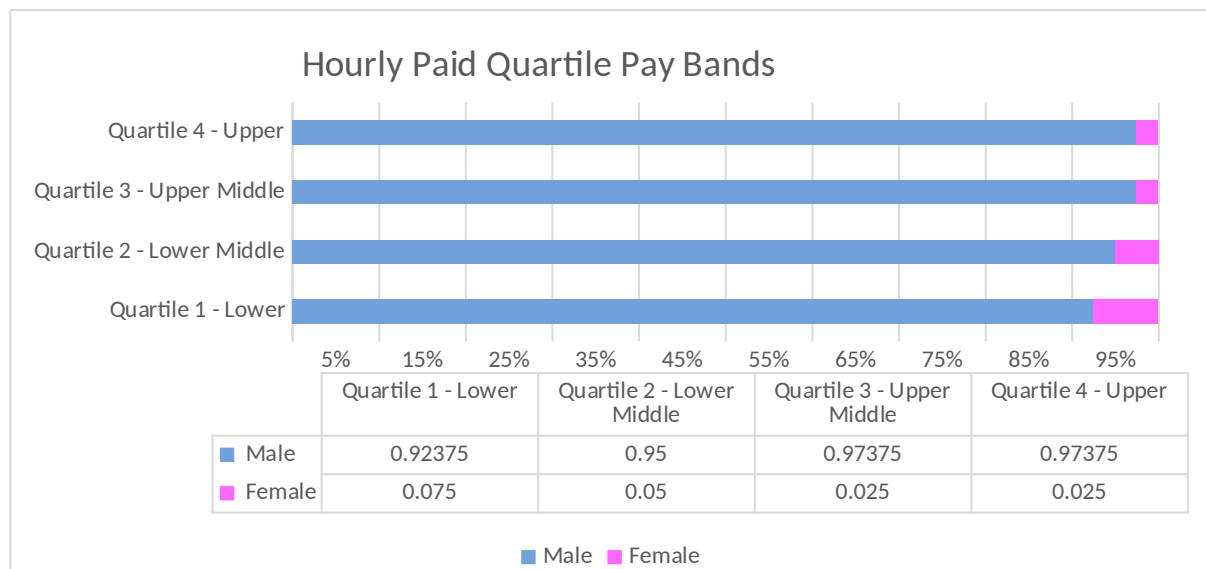
The figures set out below have been calculated using the standard methodologies used in the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022.

Workforce Profile

Gender	Permanent	Temporary (Seasonal)	Part Time	Total Employees
Female	3.75%	0.00%	0.63%	4.38%
Male	76.88%	18.75%	0.00%	95.62%
Grand Total	80.63%	18.75%	0.63%	100.00%

Gender	Permanent	Temporary (Seasonal)	Part Time	Total Employees
Female	6	0	1	7
Male	123	30		153
Grand Total	129	30	1	160

Quartile Pay Bands





Remuneration Gender Pay Gap

Category	Percentage
Mean Hourly Remuneration	19%
Median Hourly Remuneration	9%

Bonus Gender Pay Gap

Category	Percentage
Mean Bonus	51%
Median Bonus	21%
Proportion of males receiving a bonus	25%
Proportion of females receiving a bonus	71%

We have one female part-time worker and all of our seasonal (temporary) workers are male, thus using the formula provided would give an inaccurate reading, hence we have not reported on the mean and median hourly remuneration / bonus gender pay gap for part time and temporary workers.

BIK

Category	Percentage
Proportion of Males paying BIK	14%
Proportion of Females paying BIK	0%

The 0% of females paying BIK is reflective of the prevalence of their work being office based and not requiring travel for work.





Analysis of the findings

Colas Contracting Ltd is fairly successful in attracting female applicants for roles in its support functions. However, the proportion of women applying for operational & senior management roles is reflective of the industry we are in. We believe at Colas Contracting we do not have an issue in terms of pay equality, but like so many other road maintenance companies, the key driver of our gender pay gap is the challenge we face to attract females into the sector in what is a male dominated industry and retaining them throughout their career. This results in fewer females in senior positions than we would like, resulting in higher bonus and BIK percentages for our male employees. The lack of representation at all levels is the main driver of our pay gap reporting results.

We have analysed the part time remuneration and bonus gaps. However, given that there is only one part time person, we are not publicly reporting those results to avoid disclosure of personal remuneration data and protect privacy of the individual involved.

As outlined, it is difficult to attract females into the road maintenance sector which has traditionally been a male dominated industry. Six out of our seven female employees work in traditionally support functions namely admin and finance where we do not have any male counterparts to compare with. The hourly paid workers receive overtime and monthly paid support functions do not. This accounts for the difference in hourly remuneration.

Our Action Plan

We are committed to taking a leading role to encourage the next generation of talent, particularly young females, to pursue a career in the road maintenance industry. We will also do all that we can to retain and advance our existing female employees. This is the only sustainable way to address the gender pay gap in the long term, both in our sector and in our company. We at Colas understand that the disparity with gender balance is not something that we can fix in the short term, but are looking to address the issue in the medium to long term. We continue to try and attract more female talent into our organisation with our approaches outlined below.

Fair and transparent recruitment practices

As an equal opportunities' employer, we work to promote a culture of equality and we strive to embrace genuine equality of opportunity through our recruitment and selection process which is transparent and open to all. Our job descriptions are gender neutral. When advertising internal mobility, job applications are open to all employees who have the required skills. Jobs are benchmarked with regard to remuneration in line with the market and industry rates. We adopt a policy of best person for the job with equal pay for equal work.



Work life balance

We offer a wide range of leave options which are available to all employees, including carer's leave, paid maternity and adoptive leave, paid paternity leave, parent's leave, parental leave, service days for every 5 years worked.

Hybrid Working

The majority of our operational roles do not allow for flexible working, however we do offer it to roles that are suitable.

Learning and development

Colas is committed to providing ongoing learning and development supports to ensure that all employees have the opportunity to develop their full potential.

Health and Wellbeing

The health and wellbeing of all employees is paramount and a healthy work-life balance is important to Colas. We offer a comprehensive employee occupational health and wellbeing programmes including an Employee Assistance Programme, health screening, health and nutrition advice and wellbeing webinars.

Dignity at Work

With our Dignity at work policy we promote and support a culture of dignity, respect and equality.

Equality, Diversity and Inclusion

Colas is continually developing as an employer of choice to attract, develop and promote an inclusive and diverse employee population.

Links with Education

We are working with local primary schools talking about what we do and trying to encourage more females into our industry.

We take part in job fairs at a number of universities and colleges across the country encouraging young male and talent into our organisation, with particular emphasis on attracting females into the non-support functions.



Colas Values

These three values have forged Colas' identity and shaped us into who we are today. They take on their full meaning every day as our people do their jobs across the Group's job sites and facilities.

Caring

At Colas Contracting we demonstrate care for ourselves, our employees, our clients and our communities. We do this by acting ethically and preserving the safety of all our stakeholders.

- We are **inclusive** in our views, attitudes and actions.
- We provide **coaching and development training** to ensure everyone has the required skill and support to do their job well.
- We care about delivering **quality work**, and always doing the best we can for our clients.
- We demonstrate the highest standards of **compliance**.
- We demonstrate care for the **environment**.

Sharing

At Colas Contracting Ltd, we pride ourselves on our knowledge sharing and industry expertise.

- We share our knowledge about **safety**.
- We share our knowledge of **best practise**.
- We work together as a team and demonstrate **teamwork** in everything we do.

Daring

At Colas Contracting Ltd, we challenge the status quo; we are innovative and embrace change.

- We **call things out** when they don't feel right.
- We aren't afraid to try something new if there's a better way or an **innovation**.
- We have difficult **conversations** bravely and with care, holding each other to **account**.
- We challenge each other to **grow** and be better.
- We strive to create a **better future** for each other, our clients, and our communities.