

GENDER PAY GAP REPORT 2024

NORTHSTONE

FARRANS
A CRH COMPANY



INTRODUCTION

At Northstone NI, 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.

We want 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.

Traditionally our industry has been male dominated but we are continuing to make progress in trying to change perceptions and highlighting the range and quality of career opportunities available in our business and sector.

We continue to work to attract and recruit more women and Northstone NI's leadership team is committed to fostering a culture that encourages inclusivity and promotes equal opportunity for all, within a respectful, supportive workplace that values the contribution that both women and men make.

We encourage career progression and strive to reward people fairly based on experience, behaviour and performance.

These principles form the basis of our approach to closing the gender pay gap, promoting diversity and attracting and developing the best people, regardless of gender.

Whilst this is overall our seventh Gender Pay Gap Report produced in line with Government requirements for businesses with 250 or more employees, this is our first year reporting the statistics on a standalone basis for Northstone NI's only trading division, Farrans Construction.

Previously, our Report included statistics relating to our former trading divisions; Northstone Materials and Cubis Systems. Due to a business restructure however, these divisions transferred out of Northstone (NI) Limited in May 2023 and into new separate legal entities.

Our Report provides a snapshot of the following statistics for Northstone (NI) Limited post transfer:

- Gender pay gap (mean and median)
- Gender bonus gap (mean and median)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure

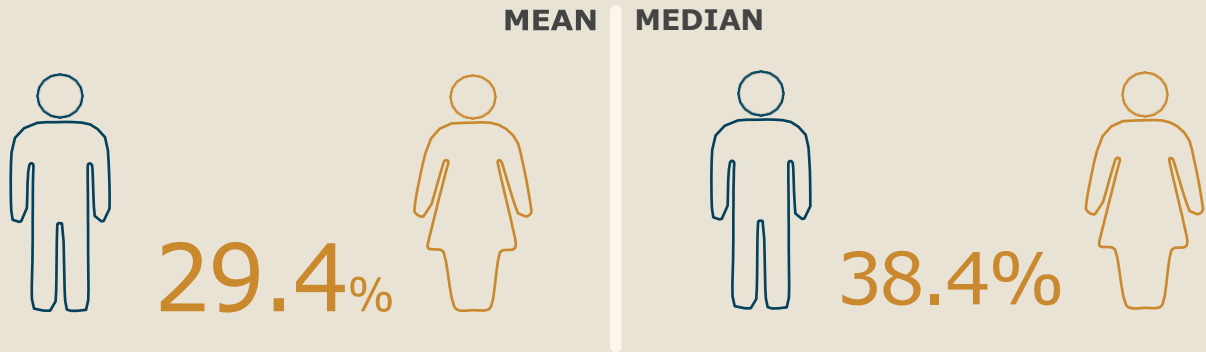
Gender pay gap data is different to equal pay. Equal pay relates to pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value. Gender pay gap is the difference in the average pay and bonuses between men and women across a business.

We remain committed to closing the gender pay gap, promoting diversity in our workforce, and to attracting and developing the best people, regardless of gender.

John Wilson
Chief Executive, Northstone

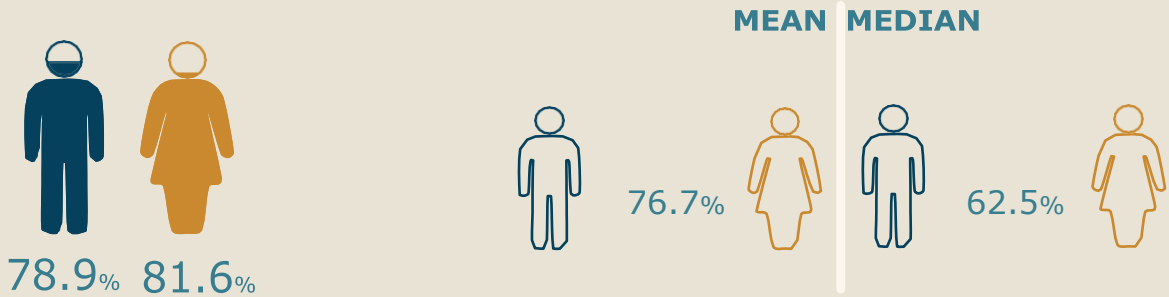
OUR GENDER PAY STATISTICS

HOURLY PAY



This graphic shows the percentage by which women's average hourly pay is lower compared to men

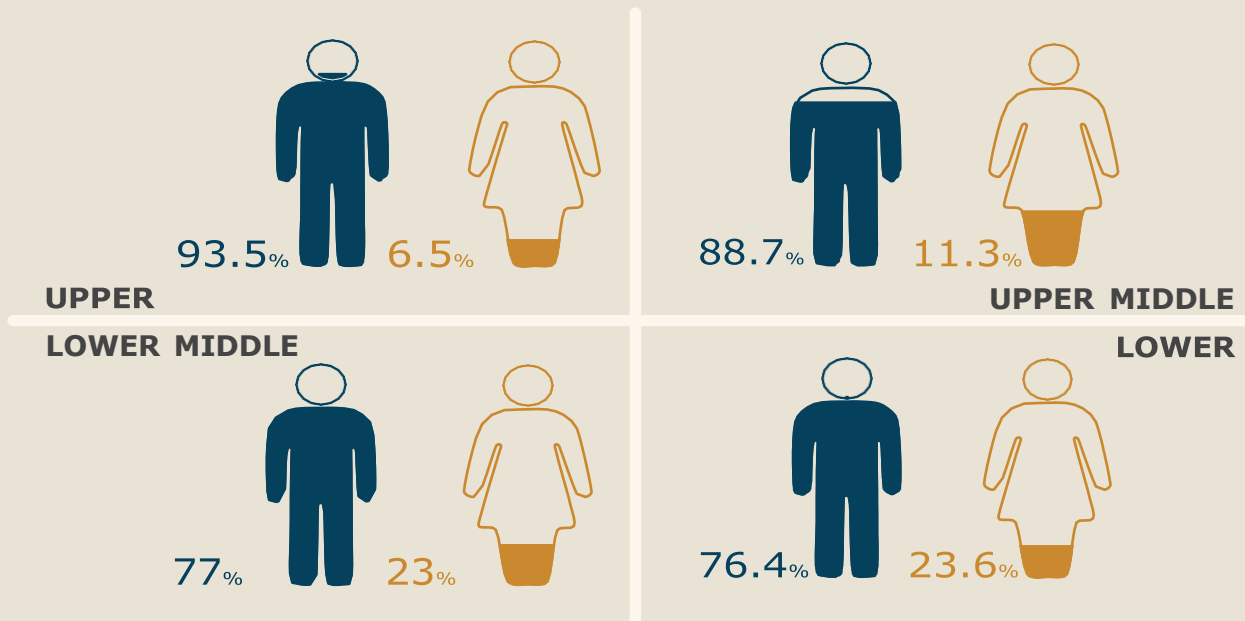
BONUS PAYMENTS



The proportion of men and women receiving a bonus

This graphic shows the percentage by which women's average bonus pay is lower compared to men

PAY QUARTILES



The distribution of pay is shown in quartiles. These are calculated by splitting the entire Northstone workforce into four equal bands based on hourly pay from the highest (upper) to the lowest (lower). Here we show the percentage of men and women who sit in each band.

GENDER PAY STATISTICS

Following the business restructure, our workforce in 2024 moved positively in terms of male/female split (22% female, a 4% increase on last year) however the mean (average) gap in pay between men and women moved in a downward direction in comparison to 2023 figures.

Northstone NI's overall mean gender pay gap as at the 5th April 2024 snapshot date is 29.4%.

The difference in the median (or middle) figure for hourly pay was 38.4%. The median hourly rate for women is driven by more site-based roles in construction and engineering being filled predominantly by men, with office-based roles being filled by women.

In 2024, the proportion of men and women receiving bonuses was 81.6% of women vs 78.9% of men and the mean bonus pay gap was 76.7% and median, 62.5%.

Due to the business restructure has many women who held positions across various levels within the business transferred to the new separate legal entities.

We acknowledge there is no quick fix to increasing the number of women in our business, however we are working to build the foundations for long-term, sustainable growth and to foster a more inclusive and diverse company.

We seek to increase the proportion of women at all levels in our organisation by promoting the abundance of opportunities within our industry. By collaborating with the education sector and public bodies, we aim to motivate and inspire women to pursue a professional career within the construction and engineering industry across a wide range of disciplines, thus encouraging and developing gender balance within the workplace.

OUR ACTIONS

We continue to attract and increase the proportion of women within Northstone NI by showcasing the various opportunities on offer for women to have professional careers within this sector. We believe that a more diverse and inclusive workforce will make us a better business.

ATTRACTING MORE WOMEN

We remain dedicated to developing a more inclusive and diverse workforce and seek to foster a flexible working environment, attractive to both men and women, and we have, for example, refreshed our Flexible Working Policy thereby allowing a more hybrid approach to working.

We are encouraging the recruitment of more women within our organisation to improve gender balance, the capability of our workforce and to ensure that we have more women developing through the business. We host site-based recruitment days to engage and encourage women into the industry, and through our apprenticeship recruitment programme, we are focusing on attracting more women with an emphasis on promoting non-traditional female roles.

We continue to build our engagement with educational bodies to highlight the opportunities and successes of women within our business and encourage more young women to consider jobs within construction and engineering.

In recognition of International Women's Day in March 2024, we held a range of company-wide initiatives to raise awareness and create and foster growth.

CITB WOMEN IN CONSTRUCTION

We are members of CITB NI's Women in Construction network, made up of women working in various roles within the construction industry. We have participated in a number of events facilitated by CITB NI throughout the year, providing our members with opportunities to expand their professional networks and address key issues, challenges and opportunities within the industry.

WOMEN IN BUSINESS GROUP (NI & UK)

Northstone continues to participate in the leading business network for women in the workplace across Northern Ireland, the Women In Business group. The Group members form a diverse network of women, all united in a common drive to build relationships, develop professional skills and achieve success.

SUMMARY

Addressing the gender balance of our workforce is a continuing commitment for both Northstone and the wider construction industry. We are focused on attracting more female talent to our business and encourage the next generation of women to consider a career within this sector.

CASE STUDY

Carol Fleming **Senior Engineer**

Carol is a senior engineer currently based at the A5 Western Transport Corridor as part of Graham Farrans JV. Previously, Carol has worked on numerous projects including Northumbrian Water's Project Pipeline, Tees and Durham and the A90/A96 Haudagain Improvement project in Scotland.

"I first joined Farrans as a student engineer in 2015 completing two summer placements and a year placement. I have now been with Farrans fully qualified for six years. I have progressed to Senior Engineer within the company and plan to progress further. I enjoy the challenges that I face and overcome throughout my working day. I also get a great sense of pride when I have contributed to the successful completion of a project. I find working in the construction industry very rewarding when a successful project has a positive impact on people's lives.



Both previous major projects have helped me develop and grow my skill set along with providing their individual challenges. The A90/A96 Haudagain Improvement Project was my first major project as a graduate engineer. This project is the basis of my engineering career as it allowed me to gain experience in a variety of disciplines and provided several challenges throughout its duration. The Northumbrian Water Tees project gave me experience in a large linear project and helped me develop my leadership skills through managing a team of graduate and site engineers.

Currently as a senior engineer, I am heavily involved in managing subcontractors on site along with appointing engineers to specific tasks on site. I help programme the works within a lookahead programme and assess and manage resources for specific tasks. I also liaise with the client and landowners to help deliver a successful project while meeting everyone's expectations.

Being a woman in engineering can be daunting at the beginning when entering such a male dominated industry. However, it is becoming less of a taboo to see female engineers on site, and everyone is more accepting of this. I feel women can often provide a different perspective to some of the tasks and approach a situation in a different way which can benefit the project and relations with various parties on site.

During my time working in the construction industry, I have witnessed a progression in the level of respect given to female engineers working on a male dominated site and we are treated as equal to our male colleagues. There is also a great team within Farrans who you can turn to if you require support within any aspect of your career or day to day job."

I can confirm that the data contained within this document is accurate and in accordance with government gender pay gap reporting requirements.

A handwritten signature in black ink that reads "John Wilson".

John Wilson
Chief Executive