



Gender Pay Gap Report

Prepared By :

David Duggan

Presented By :

Brian McDonald

Introduction

Duggan Brothers (Contractors) Limited is committed to providing equal opportunities for all employees and to fostering a workplace culture that is inclusive, respectful and free from discrimination. We recognise the importance of transparency in pay practices and are committed to addressing any gender-based pay differences identified within the organisation.

This report has been prepared in accordance with the Gender Pay Gap Information Act 2021 and associated regulations. It presents the gender pay gap data for Duggan Brothers (Contractors) Limited over a 12-month reference period and reflects the position of all employees in active employment as of 30 June 2025.

Following legislative changes that reduced the reporting threshold to organisations with 50 or more employees, this is the first year Duggan Brothers (Contractors) Limited is required to publish a Gender Pay Gap Report. The company acknowledges its statutory obligations and is committed to publishing this report annually in line with guidance issued by the Workplace Relations Commission.

The purpose of this report is to provide transparency regarding any differences in pay between male and female employees. A gender pay gap does not necessarily indicate unequal pay for equal work; rather, it reflects the distribution of males and females across roles, grades and levels of seniority within the organisation. This report establishes a baseline from which progress can be measured in future years and will support the development of targeted actions to promote greater gender balance across the workforce.



About Us

Duggan Brothers (Contractors) Limited is a leading Irish main contractor operating within the general building sector, delivering projects across both public and private markets. The company employs individuals across a broad range of functions, including site operations, engineering, administration and management.

Founded in 1923, Duggan Brothers has over a century of experience within the construction industry. The sector has historically been male-dominated, particularly in site-based and technical roles, which continues to influence workforce composition across the industry. However, Duggan Brothers recognises the increasing participation of women in construction and is committed to supporting this positive trend.

The company continues to review its recruitment, development and progression practices to ensure they are fair, objective and inclusive.

By doing so, Duggan Brothers aims to create an environment where all employees can reach their full potential and where gender representation improves over time.



Understanding the Gender Pay Gap

Equal Pay and Gender Pay Gap

Equal pay means men and women are paid the same for doing the same job, similar work, or work of equal value. This is a legal requirement and Duggan Brothers (Contractors) Limited is committed to meeting this obligation.

The gender pay gap looks at the average pay of men and women across the whole organisation, regardless of role. It shows whether men or women, on average, earn more.

What the Gender Pay Gap Tells Us

A gender pay gap does not mean that men and women are paid differently for the same work. Instead, it reflects how men and women are spread across different roles and levels of seniority.

In construction, where more men traditionally work in senior or site-based roles, a gender pay gap can exist even when equal pay practices are in place.

Why We Report

In line with the Gender Pay Gap Information Act 2021 and guidance from the Workplace Relations Commission, we publish this report to be open about our pay data and to help identify ways to improve gender balance across the business.

Definitions

Mean Pay Gap

The mean pay gap is the difference between the average hourly pay of men and the average hourly pay of women, expressed as a percentage of men's average hourly pay.

Median Pay Gap

The median pay gap is the percentage difference between the midpoint hourly pay of men and women across the organisation.

Bonus Gap (Mean & Median)

The mean bonus gap is the percentage difference between the average bonus paid to men and women. The median bonus gap is the percentage difference between the midpoint bonus paid to men and women.

Our Data

Gender Distribution



Figure. 1

Gender Pay Gap Data

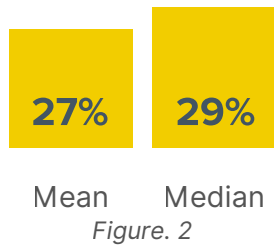


Figure. 2

Bonus Remuneration

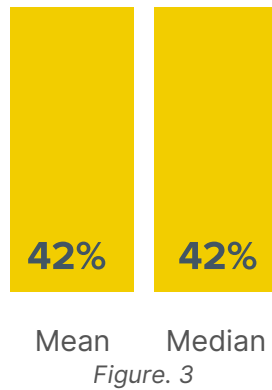


Figure. 3

Benefits in Kind

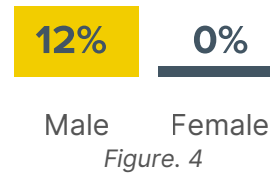


Figure. 4

As set out in *Figure. 1*, the total headcount on 30 June 2025 was 134 employees, of whom 118 were men and 16 were women.

Figure. 2 presents the mean and median gender pay gap. The mean pay gap compares the average hourly earnings of men and women, while the median pay gap compares the midpoint hourly earnings for each group. A positive figure indicates that men earn more on average, while a negative figure indicates higher average earnings for women.

Bonus Pay Gap

In 2025, men and women were equally likely to receive a bonus, with 75% of employees in each group receiving a payment. However, *Figure. 3* shows a difference in the average bonus amounts paid to men and women.

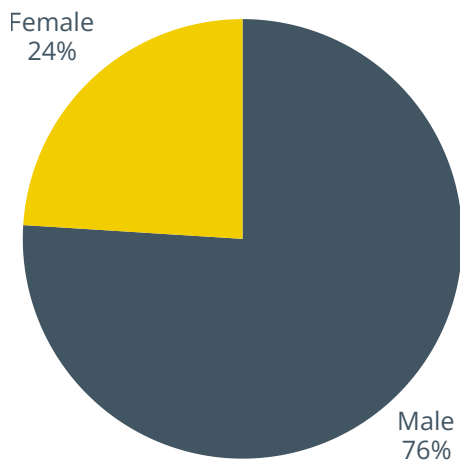
Benefits in Kind (BIK)

Benefits in Kind (BIK) are non-cash benefits provided by the employer. Overall, BIK uptake was low during the reporting period (June 2024 to June 2025), with 10% of employees in receipt of such benefits. *Figure. 4* outlines the proportion of male and female employees who received BIK.

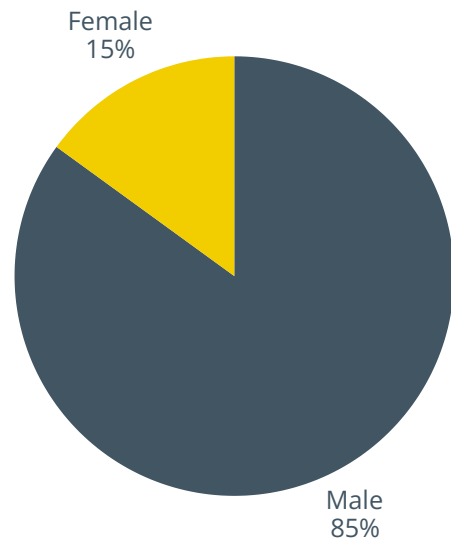
Pay Quartiles

Pay quartiles are calculated by ranking all employees by hourly pay from lowest to highest and then dividing them into four equal groups. The lower quartile represents the lowest-paid employees, while the upper quartile represents the highest-paid employees. The charts below show the percentage of male and female employees in each pay quartile.

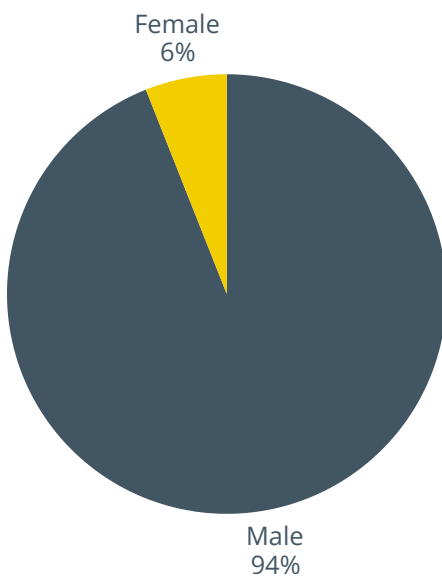
Lower Quartile



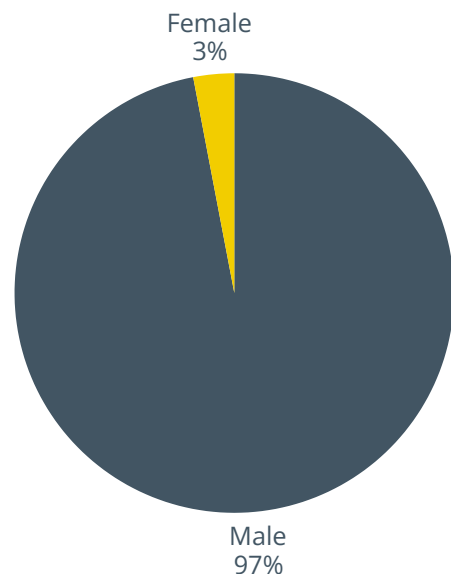
Lower Middle



Upper Middle Quartile



Upper Quartile



Factors Influencing the Gender Pay Gap

The findings of this report show that a gender pay gap exists within Duggan Brothers (Contractors) Limited. This gap does not arise from unequal pay for equal work. The company applies consistent pay structures and rates for employees performing the same or similar roles.

The gender pay gap is primarily influenced by the following factors:

- The distribution of men and women across different roles and levels within the organisation
- A higher concentration of men in senior, technical and site-based positions, which tend to attract higher rates of pay
- A higher proportion of women employed in administrative and support roles
- The historic nature of the construction sector as a male-dominated industry, particularly in operational and leadership roles

These factors are consistent with trends across the wider construction sector and help to explain the gender pay gap identified in this report.

Future Commitment

As this is the first year Duggan Brothers (Contractors) Limited is reporting on gender pay, this report establishes a baseline against which future progress will be measured. The company recognises that addressing the gender pay gap is a long-term objective and will require sustained focus.

Duggan Brothers is committed to publishing a gender pay gap report annually and to reviewing trends over time. The company will continue to monitor gender representation across all roles and levels, particularly in senior, technical and site-based positions.

To support greater gender balance, Duggan Brothers will continue to review its recruitment, training and promotion practices to ensure they are fair, transparent and accessible, with the aim of encouraging greater diversity across the organisation.

Declaration of Accuracy & Responsibility

We confirm that the information contained in this report is accurate and has been prepared in accordance with the Gender Pay Gap Information Act 2021.

I, David Duggan, Joint Managing Director and I, Seamus Duggan, Joint Managing Director of Duggan Brothers (Contractors) Limited, confirm that I have reviewed, analysed, and provided the payroll and pay-related data used in the preparation of this report.



A handwritten signature in black ink, appearing to read 'D. Duggan', written over a horizontal line.

David Duggan
Joint Managing Director
Duggan Brothers (Contractors) Ltd

A handwritten signature in blue ink, appearing to read 'Seamus Duggan', written over a horizontal line.

Seamus Duggan
Joint Managing Director
Duggan Brothers (Contractors) Ltd