Gender Pay Report 2025

Disclaimer

At O'Reilly Precast, we are committed to fair and transparent pay structures. However, like many companies in the manufacturing industry, the primary driver of our gender pay gap is the underrepresentation of women in these traditionally male-dominated fields. Increasing female participation remains a challenge, but we are dedicated to fostering a more diverse and inclusive workforce.

Our Commitment

- Retaining and advancing our female employees through training, development, and career progression opportunities.
- Actively encouraging women to apply for roles within our organisation and promoting manufacturing as a viable career path through engagement with schools, colleges, and industry bodies.

The O'Reilly Group is an equal opportunities employer, and we welcome applications from all qualified candidates.

Gender Pay Report 2025

Introduction

At O'Reilly Precast, we welcome the introduction of the Gender Pay Gap reporting regulations in Ireland. We see this as an opportunity to evaluate our current position and identify areas for improvement. Our commitment to fairness, diversity, and inclusion is at the core of our organisational values, and this report forms part of our ongoing efforts to ensure that all employees are valued equally and have access to equal opportunities.

Understanding the Gender Pay Gap

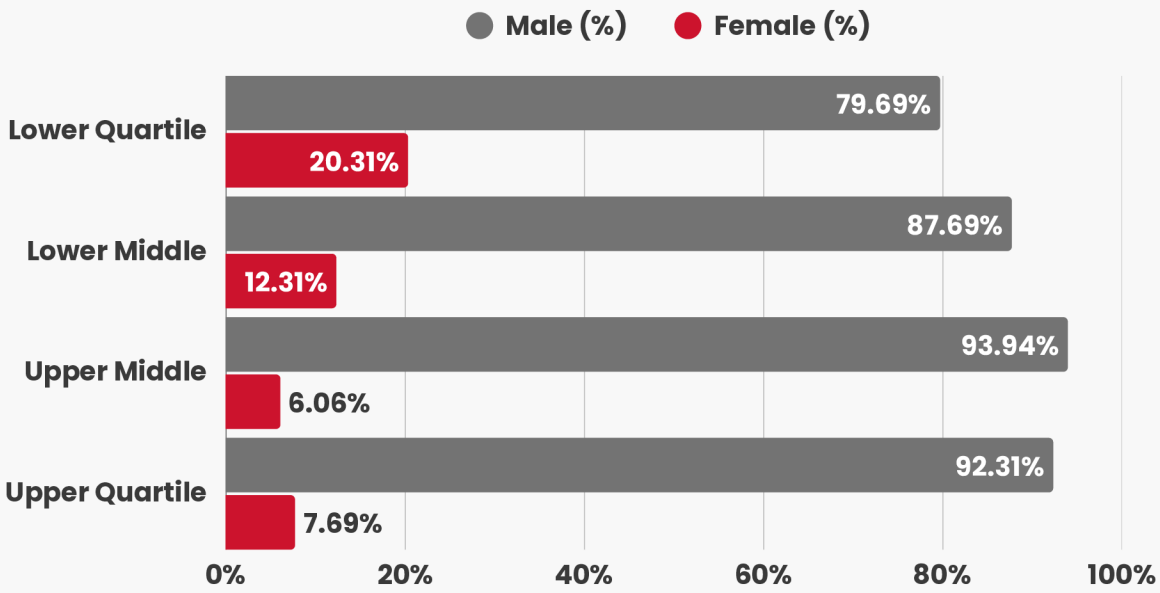
The gender pay gap measures the difference in average earnings between male and female employees, irrespective of their roles or seniority. It differs from the concept of equal pay, which ensures that employees are paid equally for the same or equivalent work.

What We Are Required to Report

Under the Gender Pay Gap Information Act, organisations must report on:

- The **mean and median hourly gender pay gap** for all employees, part-time employees, and employees on temporary contracts.
- The **mean and median bonus gender pay gap.**
- The **percentage of male and female employees who receive a bonus.**
- The **percentage of male and female employees who receive a benefit in kind (BIK)**.
- The **gender distribution across four quartile pay bands.**

Gender Pay Results 2025



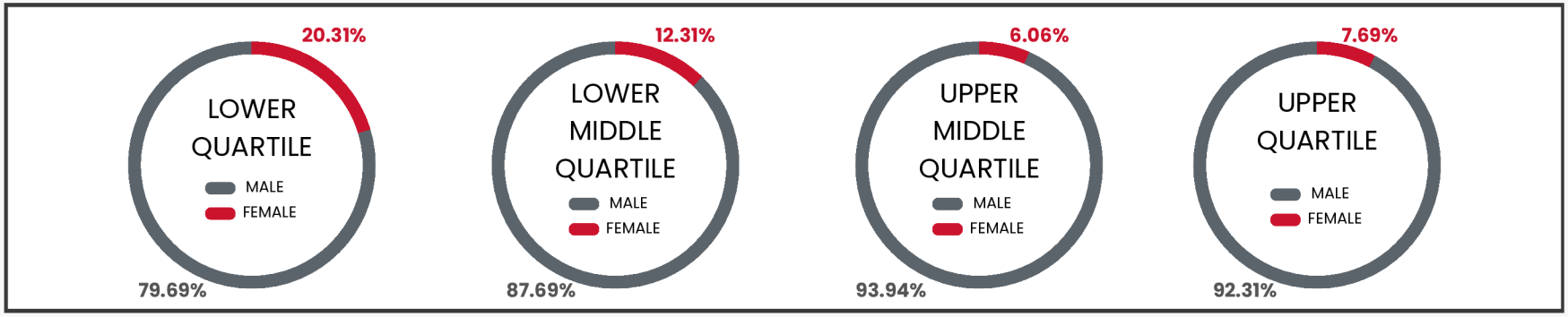
Benefit in Kind Recipients

- Male employees: 12.93%
- Female employees: 43.75%

Bonus Recipients

- Male employees: 65.95%
- Female employees: 21.21%

*The discrepancy in bonus recipients is due to the payment of production bonuses, which are paid to production staff, who are predominantly male.



Gender Pay Results 2025

EMPLOYEE HEADCOUNT	MALE	FEMALE
260	232	33

The Gender Pay Gap report includes mean and median remuneration percentages and bonus differences between male and female employees. The reporting period covers the 12 months ending 30th June 2025. Please note that due to our Payroll software, employees who left the business during the snapshot window (1st July 2024 to 30th June 2025) are not included in the data.

GENDER PAY GAP BY EMPLOYMENT TYPE	MEAN PAY GAP	MEDIAN PAY GAP
All Employees	18.36%	14.65%
Part-Time Employees	19.79%	17.11%
Casual Time Employees	0.58%	4.37%

Gender Pay Gap in Bonuses for All Employees

Mean Bonus Pay Gap:

- 40.34%

Median Bonus Pay Gap:

- 6.63%

Looking Ahead

We are committed to reporting on our gender pay gap annually and using these insights to measure our progress. While challenges remain, we believe that transparency and targeted action are key to driving meaningful change.
We confirm that the data in this report meets the requirements of the Employment Equality Act 1998 (Gender Pay Gap Information) Regulations 2022.