

Joseph Gallagher

GENDER PAY GAP REPORT

April 2025

ABOUT US

Joseph Gallagher Limited (JGL) is the leading UK based Civil Engineering & Tunnelling sub-contractor, growing significantly in the last 42 years into an international business. Founded by Joseph Gallagher in 1982, the business has the same strong work ethic it had on day one. Josie remains at the helm as Chairman, although day to day running of the business is now handled by the board and led by Steve Harvey, Group CEO.

We are extremely proud of our award-winning reputation and have had the privilege to be a part of some of the most critical infrastructure projects taking place in UK today, including HS2, Crossrail, Thames Tideway's Super Sewer, the Shieldhall Strategic Tunnel and various projects for Transport for London and London Underground.

JGL have an in-house design team and partnerships with leading design firms and can carry out temporary and permanent works design.

Depending upon the scope of supply required by a client we can operate as Principal Contractor, Package Contractor, a Specialist Subcontractor, or a Labour Only Supplier. Where we are supplying Labour Only that supply scope can cover all Personnel, Engineers, Supervisory, Project Management and Operatives.

JGL is part of the Joseph Gallagher Group. Over the years we have strengthened The Group, giving us the ability to offer a 'one stop shop', capable of a wide range of construction activities as well as plant manufacturing, hire, sales, maintenance, and repairs of specialist equipment.

Today, the group consist of four companies, working on many of the UK's major infrastructure projects. Not only does the Group maintain an award-winning reputation of quality and safety, but the Group also has an unrivalled reputation across the Middle East. Boasting a loyal and diverse workforce the Group generates a turnover in excess of £160m.

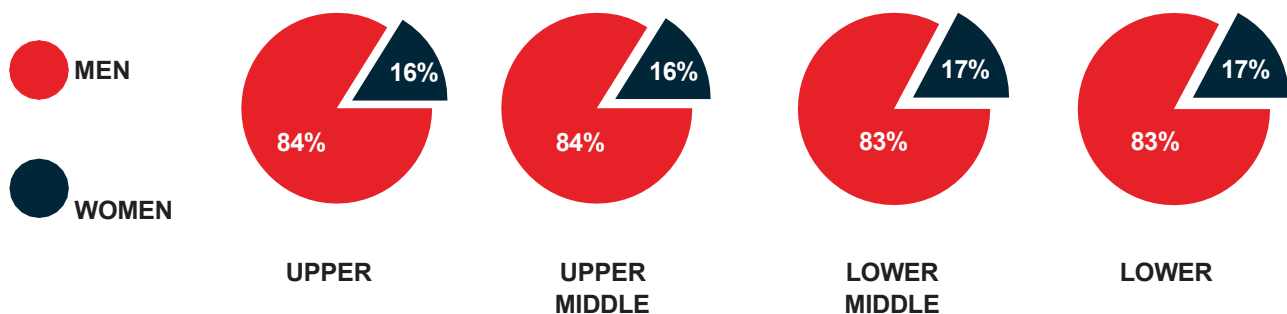
Each of our companies provides integrated support to the group whilst providing key functions and services to the external market.

OUR GENDER PAY GAP DATA

Joseph Gallagher Limited employed 698 colleagues across the organisation on the 5th April 25. Of this population, approximately 83.5% were men and 16.55% were women. The percentage of women employed by Joseph Gallagher Limited is above the average represented across the construction sector, which sits at 15%.

While our data shows that a gender pay gap exists within the business, this does not take into account the different roles undertaken by employees across the organisation. As outlined earlier in this report, gender pay gap reporting is distinct from equal pay, which focuses on ensuring men and women are paid equally for the same or equivalent work. Pay quartiles are calculated based solely on hourly pay and provide an indication of how men and women are distributed across the pay range, rather than comparing individuals in like-for-like roles. As the pay quartile analysis illustrates, women within the construction sector are more commonly represented in roles that fall within the lower pay quartiles. Importantly, this does not indicate a gender pay gap between men and women performing similar roles within the organisation but instead reflects the current workforce composition and the industry-wide challenge of attracting and progressing women into higher-paid and more senior roles.

PAY QUANTILES



Pay quartiles are calculated by dividing all employees into four equal groups based on hourly pay, from the lowest paid to the highest paid employees. The lower quartile represents the lowest paid group, while the upper quartile represents the highest paid group.

Analysis of our pay quartiles provides insight into the gender distribution across different pay levels within the business. Ideally, we would expect the proportion of women in each quartile to broadly reflect the overall gender balance of our workforce.

However, the data shows that women are currently under-represented in the upper pay quartile and over-represented in the lower pay quartile when compared to our overall employee population. This reflects a long-standing and sector-wide challenge within the construction industry.

We recognise this as a long-term issue and remain committed to addressing it by continuing to attract, develop and support more women into senior and higher-paid roles across the business.

OUR COMMITMENT TO CLOSING THE GAP

We continue to look forward, we are confident that there is more that can be done to reduce the gender pay gap, both in our organisation and the construction industry as a whole.

We remain committed and continue to do our utmost to attract an inclusive and diverse workforce that can meet the changing needs of our clients. This is a key strategic priority at board level and is impressed upon management at all levels. The commitments on the next page illustrate just a few of the activities we are undertaking to ensure we meet this objective.

1. Women into Construction

We are proud members of 'Women into Construction' who support us with our commitments to becoming an equal and diverse workforce. The Women into Construction team has over 150 years combined experience in the sector and over the past 10 years has successfully worked with more than 100 construction companies in the UK to support women into employment. We endeavor to continue our relationship to build upon the progress we have already made with WiC.



2. Employee engagement focus

We believe that an engaged workforce results in greater inclusivity. Historically we have run fortnightly employee forums for those who are based on site. The purpose of these forums is for employees to voice any safety/ wellbeing concerns and give feedback on general improvements (some of which including how we can improve our inclusivity as an organisation).

Recently, we have expanded our employee forums to our offices which now gives the whole workforce the opportunity to contribute towards making our organisation a better place to work. Since these employee forums have taken place in our offices, the feedback from employees has been positive and is already making a difference.

3. Embed our Company Culture

Our award-winning LIFE (living incident free everyday) culture began in 2014 and it's our way of ensuring that safety and wellbeing is at the top of the agenda. Our Managing Director, Paul Gallagher, states, "it is our culture, that makes us special. We must do everything to protect and nurture it. LIFE begins with each of us."



Living Incident Free Everyday

Our culture goes hand-in-hand with our ambitions to become a more inclusive employer and we're continuously working hard towards embedding the culture further into our organisation's values.

4. Early careers

To increase our diversity as an organisation, we need to look at different ways of bringing new talent into the organisation to replace an aging workforce.

As we continue to grow as an organisation, the focus on early career schemes are becoming even more important to us as we look to increase the number of apprenticeships, post-graduates and work experience placements that we have.

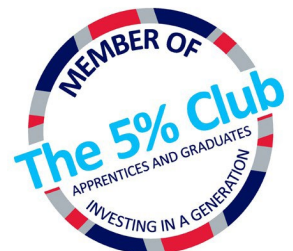
Over the next 12 months, we will continue to build on our recruitment in conjunction with our social value strategy by regularly attending primary and secondary schools, exhibiting at universities, visiting local communities, and attending careers events to encourage candidates from all backgrounds to consider the early career opportunities that we offer.

5. Our commitment to early careers, the 5% Club

We are proud members of The 5% Club, a UK wide employer movement dedicated to increasing earn and learn opportunities such as apprenticeships, sponsored student pathways and graduate programmes.

As members, we commit to working towards having at least 5% of our workforce in structured earn and learn roles within five years, supporting skills development, social mobility and future talent growth.

This aligns with our long-standing focus on developing people and helping address national skills shortages across engineering and construction.



6. Client collaboration

As we start to work with some of the UK's largest construction companies over next couple of years, we commit to effective collaboration to achieve improvements to our inclusivity as an organisation. We're confident that collective collaboration with our clients and sub-contractors will give us the best opportunity of making a difference.

7. Inclusive recruitment

Our recruitment approach continues to focus on creating an inclusive workplace culture that supports our continuing efforts to attract, retain and develop women in our business to close the gender pay gap.

We're constantly looking at new ways to source talent and are looking to continue to develop a recruitment strategy through 2025.

We've recently launched a new reasonable adjustment procedure throughout the recruitment process and have developed job advert templates to make them more appealing for candidates from all backgrounds.

8. Social media

We're continuing to push social media campaigns that are focused on improving diversity and inclusion in the workplace, and externally to attract a more diverse following.

Social media gives us an external opportunity to attract large diverse groups to our organisation through sharing success stories, tailored content, our company culture and recruitment vacancies and through our social media channels.

Our Marketing and Communications Manager has said "over the next 12-months diversity and inclusion will be a key part of our comms strategy".

I confirm that the gender pay gap data contained in this report for Joseph Gallagher Limited is accurate and has been produced in line with mandatory requirements.

Steve Harvey
(CEO, Joseph Gallagher Limited)

A blue ink signature of Steve Harvey.