Gender Pay Gap Report

2025

Stewart

Construction Est.1902

www.stewart.ie

The Company

Stewart Construction, a fourth-generation construction company established in 1902, is proud to be building in Ireland for over 120 years and is still owned and managed by the Stewart family.

This hands-on and proactive leadership has enabled the company to continue to successfully deliver excellence and quality on every project undertaken.

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Foreword

It is the policy of Stewart Construction to maintain its high reputation for ethical behaviour and fair dealing in the conduct of its business. Stewart Construction aims to operate in a manner that reflects high ethical standards and is committed to complying with all applicable laws, regulations and other legal requirements in every area in which Stewart Construction operates.

Guided by our CORE values (Commitment, Ownership, Respect, and Excellence) we aim to embed recognition for diversity, equality, and inclusion throughout every aspect of our business. This not only supports our Client's better and enhances the business, but it also empowers our Employees to be their authentic selves and perform at their best.

We are proud to publish our first Gender Pay Gap Report approaching this with humility and a commitment to transparency. This has been both a learning tool and a catalyst for meaningful progress towards closing the gap. This report reflects our ongoing commitment to fostering equality and driving meaningful change across our organization.

This Gender Pay Gap Report is published in accordance with the Gender Pay Gap Information Act 2021. It provides details on the gender pay gap within our organisation, including differences in hourly pay, benefit in kind and the distribution of male and female employees based on data collected on June 30, 2025.

Our Gender Pay Gap Results

All Employees

Mean gender pay gap is 11.1% in favour of men

Mean Gender Pay Gap

Median gender pay gap is 21.4% in favour of men

Median Gender Pay Gap

Full Time Employees

Mean gender pay gap is 26.1% in favour of men

Mean Gender Pay Gap

Median gender pay gap is 28.6% in favour of men

Median Gender Pay Gap

Part Time Employees

Mean gender pay gap is 0% with no difference

Mean Gender Pay Gap

Median gender pay gap is 0% with no difference

Median Gender Pay Gap

Temporary Employees

Mean gender pay gap is 0% with no difference

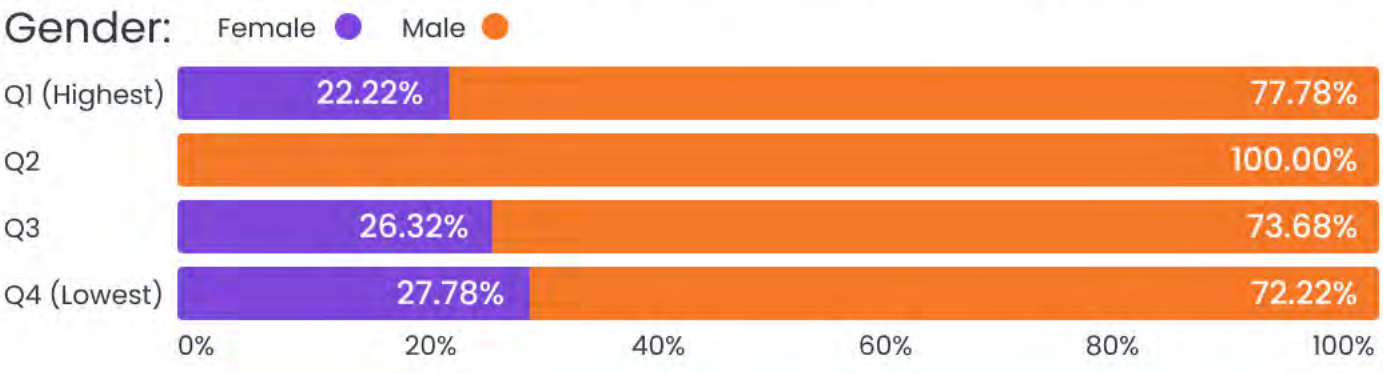
Mean Gender Pay Gap

Median gender pay gap is 0% with no difference

Median Gender Pay Gap

Proportion Receiving Benefits in Kind

Pay Distribution at Stewart Construction



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Our Actions

At Stewart Construction, continuous improvement is an integral part of our ethical principles.

1. TALENT ACQUISITION

Recruitment, Retention and Promotion Processes

We continuously strive to ensure our talent acquisition strategy ensures a wide diversity for those considering working in construction. As a business we are aware that striving to increase diversity will not only enhance our decision making and problem solving but will also drive our innovation as we look to the future. This is also reflected in one of our CORE values where we commit to Excellence in the community. By innovating for the future in this manner we commit to creating value for our clients and our people and inspire confidence.

We are currently completing this by:

- Conducting a comprehensive review of our entire recruitment cycle through a Diversity, Equality, Inclusion (**"DEI"**) lens: This will help us identify gaps in our process that are preventing our ability to source, attract and select female employees.
- Using unbiased job descriptions and assessment automation: In this regard, we leverage data and automation as part of the hiring process to provide critical insights into candidate's skills and competencies regardless of gender, thereby driving fair recruitment decisions.
- We sponsor, coach and mentor our talented women to accelerate movement into senior leadership roles.

2. REGULAR PAY AUDITS

Continuous evaluation of remuneration to ensure any gender-related pay gaps are identified and resolved.

The company is committed to maintaining fair and equal pay practices across all roles. To support this commitment, we conduct regular and systematic reviews of employee salaries to identify any potential gender-based pay disparities. These reviews include an analysis of pay levels for comparable roles, examination of progression and promotion pathways, and evaluation of any factors that may inadvertently contribute to pay gaps.

Where discrepancies are identified, appropriate corrective actions are taken to ensure full compliance with equal pay legislation and to uphold our principle of equal pay for equal work.

Findings from these reviews may also inform future improvements to our remuneration, recruitment, and career development practices to promote long-term fairness and transparency across the organisation.

3. MENTORSHIP, TRAINING, AND LEADERSHIP PATHWAYS FOR WOMEN AND UNDERREPRESENTED GROUPS

The company is dedicated to creating an inclusive environment where women and underrepresented groups have equal access to professional development and advancement opportunities. To support this, we provide structured training programmes and initiatives, and leadership pathways designed to strengthen skills, build confidence, and support long-term career growth.

These initiatives include access to senior mentors, participation in skills-based workshops, leadership development programmes, and opportunities to take on stretch assignments that prepare individuals for future roles. We actively monitor participation to ensure broad engagement and to identify areas where additional support may be required. Through these efforts, we aim to foster a diverse leadership pipeline and promote a culture in which all employees can reach their full potential.

4. COMMUNITY SUPPORT - LAUNCH OF STEWART WOMEN IN CONSTRUCTION

In the wider industry, we have continued to demonstrate our support of inclusion by participating in local initiatives such as Women in Construction and advocating for Women in the industry.

Following the insights gained from the data analysis in this report, we are excited to take this initiative further by launching our first internal resource group, dedicated to celebrating, supporting, and empowering women across Stewart Construction. This group will provide a platform for collaboration, mentorship, and growth, reinforcing our commitment to an inclusive and thriving workplace. This includes in-person/remote events to create connection and inspiration for all in Stewart Construction.

On International Women's Day 2026, March 8th, 2026, we pledge to participate in the **Global Give To Gain Campaign** which encourages a mindset of generosity and collaboration. There is no better day for us to support the world coming together for International Women's Day (**"IWD"**) to celebrate women's achievements, reinforce commitment to gender equality, and rally for change. Stewart Construction will take this opportunity for us to fundraise and promote visibility for women-focused charities. We are on a mission to include our IWD events to nominate a charity as recipient of their fundraising and/or promotional support.

5. FLEXIBLE WORKING ARRANGEMENTS

In an effort to stay ahead, in 2025 we introduced hybrid and flexible working practices into the business and we believe that this has increased the work/life balance of our employees. This flexibility also allows eligible employees to better manage family commitments and personal responsibilities alongside their professional duties. We believe that family—regardless of its makeup—is at the heart of a healthy, balanced life and we are committed to supporting our employees in balancing the demands of both their work and home lives

Declaration

We confirm that the data and information contained in this report are accurate and have been prepared in accordance with the Gender Pay Gap Information Act 2021 and relevant regulations.

Signed, Tracey O'Mahony
[Name], Tracey O Mahony
[Role] Director
[Date] 30.11.2025

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Multi-Award Winning

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