



Gender Pay Gap Report 2024

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Company Overview

Linesight is a global construction consultancy organisation, founded in Ireland in 1974 which offers a range of professional consultancy services to clients across a broad range of sectors. This year, we are thrilled to celebrate the significant milestone of 50 years in operation, reflecting on our achievements not only in commercial growth but also in advancing diversity, equity, and inclusion, corporate social responsibility, ESG, and other impactful initiatives. These efforts have helped shape Linesight into a culturally rich and inclusive global organisation.

Since establishment in 1974, Linesight has grown to employ more than 1,550 professionals, and now operates from 34 offices worldwide.

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Since our inception 50 years ago, Linesight has grown to become a truly global organization with people at the heart of our business. Today we recognize that it is our people that differentiate us and our people who build lasting and meaningful relationships with each other, with our clients, and with the communities around them.



Paul Boylan
Group CEO

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What is the Gender Pay Gap?

The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics for entities employing more than 250 employees. Line Radharc in Ireland falls within this category and the following report relates to employees of that entity. The reference period as laid out by the legislation for the purposes of this report is 01st July 2023 – 30th June 2024.

The Gender Pay Gap signifies a disparity in average hourly earnings between men and women. A key driver of this gap is the underrepresentation of women in senior positions. To advance toward our goal of achieving gender pay equity, Linesight recognises the importance of increasing women’s participation across the organisation and ensuring they have equal access to advancement opportunities, especially at senior levels.

Earlier this year, we were delighted to announce the promotion of **Kim Hegarty** to Senior Director and a member of our European Leadership Team. Kim's appointment marks the first female representative in the European Commercial Business Leadership Team. In recent weeks, we were also delighted to confirm the appointment of **Jenni Molloy** to Linesight's Executive Team. This increases female representation within Linesight's Global Executive team to 40%.

It is important to note that the presence of a gender pay gap does not signify that there is a practice of pay inequity for work of equal value between men and women. **At Linesight, pay equity is a key metric, regularly reported at a global level and reviewed by our Executive Team. As part of Linesight's annual pay review, salary adjustments are monitored to ensure fairness and parity between men and women at all levels within the organisation.** In preparation for this year's pay review, a comprehensive analysis was carried out to identify any disparities linked to historical pay arrangements, with corrective actions planned for the upcoming salary review process. This commitment to fairness in employee compensation reflects Linesight's dedication to closing the gender pay gap, supported by actively promoting and hiring more women into senior roles.

This year has seen significant focus on Succession Planning and the establishment of a formal framework for identifying current employees for development into senior positions within the organisation. Through succession planning, we aim to ensure that internal candidates are identified early, and development plans are established to prepare current employees for senior positions as they become available. This will help to ensure that there is a proportionate representation of women in our internal pipeline for promotion opportunities and supports our efforts to achieve a better gender balance, particularly at senior levels. This will also help to reduce our reliance on the external market.

This approach seeks to ensure a fair representation of women in our internal talent pipeline, reducing our dependency on external recruitment and advancing our efforts to achieve greater gender balance, especially in senior positions.

Key Initiatives in 2024

Targeted Employer Branding to increase our visibility and attractiveness to women in the Construction Industry.

Recruitment Fairs and college initiatives aimed to encourage young women to consider careers in our industry and company.

Monitoring the relative speed of progression of women and men.

Women in Linesight ERG supported by the Senior Leadership team.

Supporting and attending the iWISH Exhibition aimed at educating transition year girls on opportunities in STEM careers.

International Women's Day, 'Inspire Inclusion' themed events.

'Employee Perspectives' Series.

'Day in the Life' Series.

Succession Planning Framework established.

Recruitment Fairs

A key challenge we continued to face in 2024 is the gender imbalance within the graduate talent pool, particularly in the Cost Management/Quantity Surveying sectors. This imbalance creates a smaller pool of female candidates, leading to a higher proportion of male applicants for roles in our commercial business sector.

This year, there has been particular focus on engaging with female students and graduates at the numerous recruitment and job fairs attended by Linesight. Our objective is to highlight the broad opportunities available to all, aiming to attract a more balanced candidate pool and build a workforce that is both diverse and culturally enriched. To support this strategy, we actively engage with students across diverse disciplines who possess transferable skills relevant to our industry. We also ensure that female representatives from Linesight are present at every career fair, demonstrating career paths for women and helping to dismantle perceived barriers for women in the construction sector.

Graduate Program

The expansion of Linesight's Graduate Program has continued into 2024, with a focus on increasing female representation. This year female participation in our overall Graduate Programme has increased to 28%. This includes a rise to 33% for female participation in the Cost Manager Apprenticeship group (up from 22% in 2023).

Women in Linesight Initiative

Committed to 'supporting each other to achieve together', Women in Linesight is a global network that aims to build opportunities for our female workforce. With participation levels in the industry historically low, the Women in Linesight initiative strives to advance parity for women in our workforce and society. Our women-focused programs strive to educate, develop and nurture our female workforce to help them reach their potential.

To date this year, the Women in Linesight team has hosted a variety of successful events including the Annual Careers Talk. During this event, several of our women leaders shared inspiring overviews of their career journeys, discussing the challenges they overcame, the skills and lessons they gained, and the factors that contributed to their success. Another impactful women-focused event was the "Put your Best Foot Forward" workshop, aimed at helping participants build new skills and increase self-confidence.

International Women's Day

International Women's Day 2024 was marked by the Inspire Inclusion initiative, where we were delighted to host a representative from the Irish Centre of Diversity as our Guest Speaker. A number of Linesight employees also shared their perspectives on the topic of Inclusion.

iWISH

iWISH is a “community committed to showcasing the power of Science, Technology, Engineering, and Maths (STEM) to teenage girls”.

Linesight recently marked its third year of participation in the iWish event, engaging over 3,000 teenage girls about the exciting opportunities available to those pursuing careers in STEM.

Linesight’s **Grace McConnell**, Associate Director, shared her journey and insights alongside various leaders from across STEM sectors, highlighting the diverse opportunities in construction and a range of other industries.

‘Employee Perspectives’ Series

The ‘Employee Perspectives’ series initiative has continued for 2024. This series highlights the profiles of a cross section of our employees that make Linesight a unique place to build a career, sharing their unique and inspiring career journeys and perspectives. The participating employee profiles are shared on our various social media platforms to showcase the diversity that already exists within our teams and to highlight that Linesight is an inclusive place to work.

Diversity and Inclusion

We understand that a truly diverse, inclusive workplace has a positive impact on every aspect of our business and world, and we are striving to make our teams as diverse as the communities we work within. Diversity and Inclusion is a critical strategic initiative within Linesight and a key focus for our global teams and our Executive Leadership Team.



Linesight is fully committed to the initiatives established to encourage more women into the construction industry and to improve the gender balance within our organisation. Achieving gender equity in our remuneration, bonus and benefit packages is a key goal for Linesight and this is something that we are truly committed to. Already, we have started to see positive trends emerging from these initiatives, and a shift in the right direction towards closing the gender gap in our employee population and pay structures.

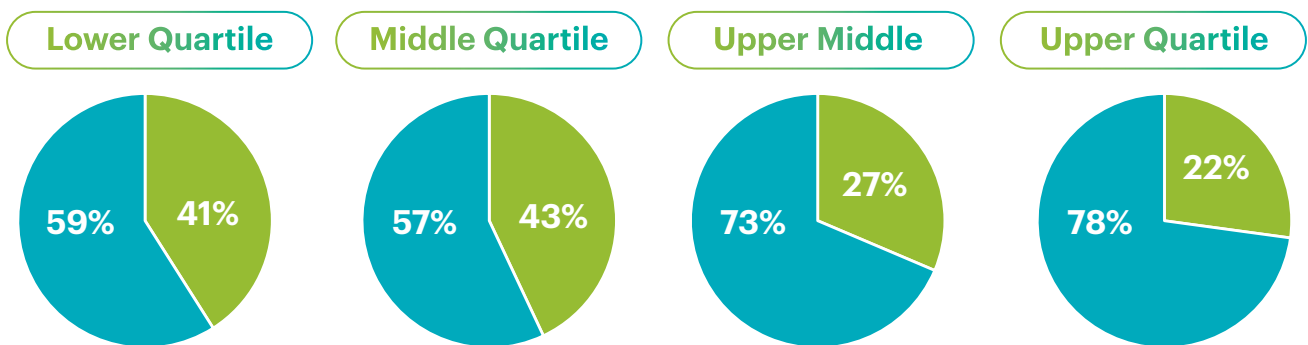
Linesight's Gender Pay Gap 2024

We are delighted to see another positive shift in our mean gender pay gap figures this year for all employees with a reduction in the overall gap from 18.46% to 18.13% (reduced from 20.75% in 2022). While we acknowledge that this progress represents another incremental step toward our longer-term goal of increasing gender balance in our team and closing the gender pay gap, it signifies a positive trend in the right direction.

The mean gender pay gap for part-time employees has also reduced from 20.40% to 9.90% and for fixed-term employees, the mean gender pay gap has decreased from 16.32% to -35.21%. Given the small number of employees included this category, we do not consider these results to provide qualitative data for analysis.

The median gender pay gap is 23.45% for all employees, reduced from 24.56% in 2023. These results can be attributed to the imbalance of women at more senior levels within the organisation.

For Part-Time employees, the median gender pay gap is -1.13% and for fixed term employees, the median gender pay gap stands at -13.82%. As noted, given the small number of employees in these categories (Fixed Term 8.9% and Part-Time 2.8%), we do not consider these results to be statistically significant.



During the reference period, our overall female population increased from **31.2% to 33.6%**



The mean bonus gap is 41.30%. While we are working to improve this statistic, the primary reason for this gap is related to the percentage of the employee population at senior levels who are men. We are pleased to confirm that the median bonus gap remains at 0% this year.

The percentage of men who received a bonus stands at 85.59% while for women, it is 86.84%. The difference in the percentage of men and women who received a bonus during the reference period is directly linked to the number of men and women who joined Linesight since the holiday bonus vouchers were issued in December 2023.

Whilst all employees are eligible to participate in company benefits, within the reference period, 31.88% of men received BIK and 28.45% of women received BIK.



