



# Gender Pay Gap Report 2022

# Gender Pay Gap Report 2022

## Company Overview

Linesight is a global construction consultancy, offering a range of professional consultancy services to clients across a broad range of sectors. Since our establishment in 1974, Linesight has grown to employ over 1,100 people, operating across 24 countries.

The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics. This report includes data relating to the Line Radharc entity, which is one of Linesight's operating entities in Ireland. Whilst Linesight have a number of other operating entities in Ireland, these entities employ fewer than 250 employees and are therefore not in scope for the purposes of the Gender Pay Gap Information Act this year.

The gender pay gap shows the difference in average pay between men and women, which is different to equal pay. A gender pay gap does not indicate discrimination or an absence of

equal pay for equal value work - it reports a gender representation gap.

Like many companies in the construction sector, historically we have experienced a gender imbalance in our employee population and this continues to be a challenge for us.

**Linesight are fully committed to the initiatives that we have in place to encourage more females into the construction industry and to increase the ratio of females to males in 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 fully committed to. Already, we have started to see positive trends emerging as a result of the various initiatives that have been implemented, and a shift in the right direction towards closing the gender gap in our employee population and pay structures.

## Key Initiatives

Moved from zero female representation at Executive Leadership Team level to 30% female representation

Introduced job architecture and salary banding to ensure that employees are assessed in an objective, fair and transparent way throughout our performance management and salary review process

Established Women in Linesight initiative (WiL)

Participated in the IWISH initiative

Introduced a flexible work policy

Achieved Year-on-year increase in the % of female vs. male employees hired over the last 3 years

Quarterly reporting of gender related statistics.

## Statistical Reporting

Prior to the introduction of the Gender Pay Gap legislation in Ireland, internal quarterly reporting on gender remuneration and the breakdown of gender at each level had commenced within Linesight. This data is reviewed by our Executive Leadership Team and is a key metric used to measure our performance in bringing about gender pay parity.

## Women at Linesight Initiative

“ Women in Linesight is a global network that provides formal and informal mentoring, training and relationship-building opportunities for our female workforce. Supporting each other to achieve together, our women-focused programmes educate, develop and nurture our female workforce to help them reach their potential. With participation levels in the industry historically low, the Women in Linesight initiative strives to advance parity for women in our workforce and society. ”

## Diversity and Inclusion

As Linesight has grown from a predominantly Irish and UK based organisation to a global company with employees in more than 24 countries worldwide, the need for a focus on diversity, equity and inclusion gained impetus from 2018. In 2019 we engaged with a third party DE&I advisor and several consultants, to help craft our strategy and goals for diversity and inclusion. To start the discussions we partnered with Inclusio, to roll out a culture and education portal focused on gathering baseline data on the demographics of our population (self reported) and an assessment on how they were feeling with regards to 5 cultural elements related to DE&I.

Results from the survey were shared with employees and with senior leaders and from this our strategy and plan were developed. This included elements on pay parity, gender balance

and improved scores on inclusion. We also launched Inclusive Leadership for all managers in 2022.

At Linesight we know that diverse and inclusive teams are more **innovative, creative and effective at solving problems.**

We also recognise that we are a **people-based** company and that our own and our client's success is built on powerful relationships. To support these relationships, we are committed to creating a **culture of inclusiveness & belonging at all levels.**

To support and maintain that culture we will rigorously apply a **principle of equity** in all our selection, internal and external processes, and relationships.

## iWish

“ I WISH is a “community committed to showcasing the power of Science, Technology, Engineering, and Maths to teenage girls”. Linesight were delighted with the opportunity to engage with this initiative and have showcased the careers and opportunities at Linesight, in an effort to encourage young females to choose a career in the Construction sector. ”

# Linesight's Gender Pay Gap 2022

The gender pay gap report shows the difference in average pay between men and women, which is different to equal pay. A gender pay gap does not indicate discrimination or an absence of equal pay for equal value work - it reports a gender representation gap.

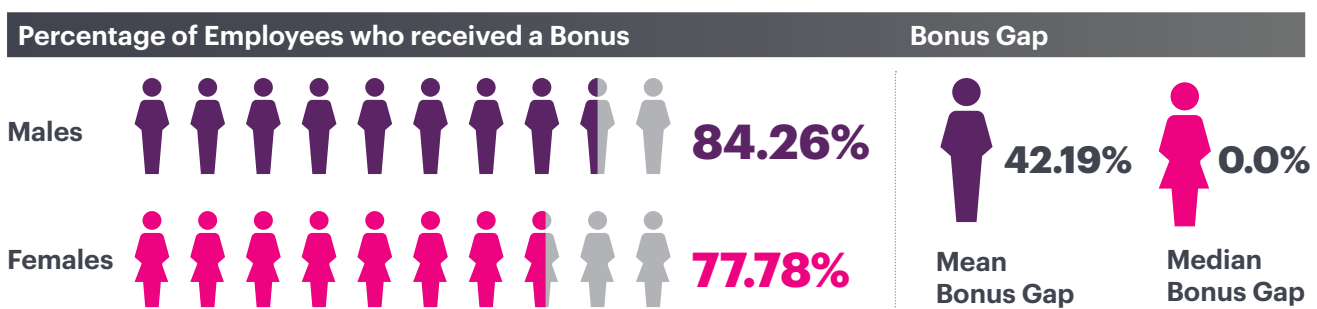
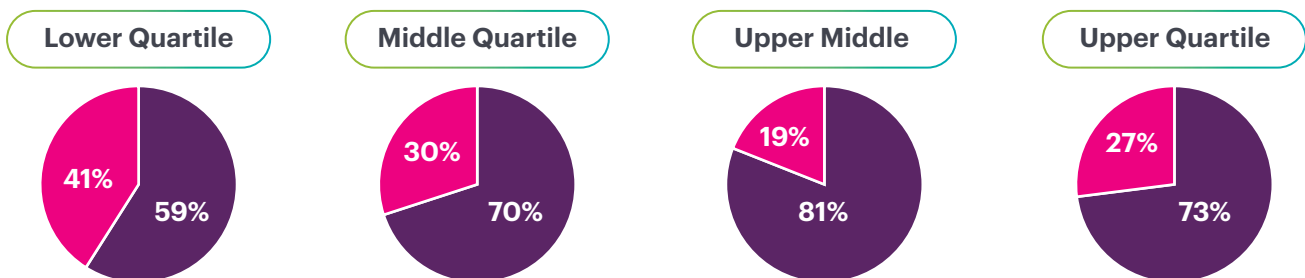
	All Employees	Part-Time	Fixed-Term
<b>Mean Gender Pay Gap</b>			
01st July 2021 – 30th June 2022	<b>20.75%</b>	<b>-6.9%</b>	<b>37.06%</b>

<b>Median Gender Pay Gap</b>			
01st July 2021 – 30th June 2022	<b>17.56%</b>	<b>20.96%</b>	<b>-8.89%</b>

While we recognise that we have work to do in the coming months and years to address our gender pay gap, we are fully committed to reducing this gap and are confident that the initiatives that we have introduced will continue to result in a more closely aligned gender pay structure.

Given the small number of employees included the part time and fixed term categories, we do not consider the results of these categories to provide qualitative data for analysis.

The report also shows the gender pay gap across different pay levels from the lowest quartile to the highest quartile.



As part of Linesight's reward program, employees received a bonus voucher in December 2021. The difference in the percentage of males and females that received a bonus during the reference period can be explained by the number of employees that joined Linesight since the vouchers were issued.

Within the reference period, a higher number of females received BIK, resulting in a positive gender pay gap in this category.



