

A background image showing two women in an office setting. One woman with long blonde hair is standing and leaning over a laptop, while another woman with long brown hair and glasses is sitting and looking at the screen. They are both smiling. The image is overlaid with a purple and pink gradient.

Gender Pay Gap Report 2025

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Company Overview

For over 50 years, Linesight has delivered expert construction consultancy and strategic advisory services worldwide. We specialise in data centres, life sciences, and large-scale commercial developments, combining technical expertise, local market insight, and a proven track record to deliver projects on time and within budget.

At Linesight, we build more than projects. We build careers. Our collaborative, people-first culture creates opportunities for growth, innovation and impact. We are shaping the future of the built environment with sustainability, efficiency, and excellence at our core.

Since establishment in 1974, Linesight has grown to employ more than 1,700 professionals, and operates in 26 countries worldwide.

Key Initiatives in 2025

- ✓ Women in Construction Week and International Women's Day
- ✓ Inclusio Survey
- ✓ Women in Global Organizations (WGO)
- ✓ IMI Women in Construction Leadership
- ✓ Supporting and attending the iWISH Exhibition aimed at educating transition year girls on opportunities in STEM careers.

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 50 employees. Two of our entities, Line Radharc and Trenmor in Ireland fall within this category, and the following report relates to employees of these entities separately. The reference period as laid out by the legislation for the purposes of this report is 01st July 2024 – 30th June 2025.

The Gender Pay Gap reflects the difference in average hourly earnings between men and women. One of the key contributing factors is the gender distribution across the organisation, particularly the underrepresentation of women in senior roles. To continue our progress towards gender pay equity, Linesight remains committed to promoting women's participation at all levels and ensuring equal access to career advancement opportunities, with a particular focus on more senior / leadership positions.

It is important to note that the existence of a gender pay gap does not demonstrate unequal pay for equal or equivalent work between men and women. Instead, this gap is largely driven by the gender distribution across different levels of seniority within the organisation. Gender Pay gap statistics do not account for role or grade; instead, they reflect the overall average earnings of men and women across the entire workforce. At Linesight, pay equity is a key metric regularly reviewed and this year, we remain focused on increasing equity in compensation practices across our workforce. We are actively working to address imbalances linked to legacy pay structures, with further targeted corrective measures planned over the coming months. This commitment to fairness in employee compensation reflects Linesight's dedication to further reducing the gender pay gap, supported by actively promoting and hiring more women into senior roles where possible.

Women in Construction Week and International Women's Day

Across Linesight, our teams celebrated Women in Construction Week, culminating in International Women's Day, with a series of inclusive and engaging events. Activities including employee lunches, a clothing drive for local charities, and inspiring talks from both internal and external speakers created opportunities for connection and reflection. The week was a celebration of the contributions women make to our industry, fostering recognition and engagement across the organisation.

Inclusio Survey

Linesight has recently launched the Inclusio Survey for all employees. As we believe our people are our greatest strength, this survey enabled us to capture insights from our people who have played a vital role in shaping who we are today and who we will become tomorrow. One of the specific focus areas of this survey was on Gender Balance and our aim together is to build an industry and a workplace that sets new standards for wellbeing, equity and inclusion.

Women in Global Organizations (WGO)

Linesight is proud to have participated in the Women in Global Organizations (WGO) Peer Mentoring Program, a leadership development initiative for senior female leaders. This program brought together participants from a range of industries to strengthen leadership skills in a collaborative, cross-functional environment. Through these sessions, participants gained practical tools and fresh perspectives to support their growth and develop the skills to lead with lasting impact.

Graduate Program

Linesight's Early Career Programme has continued to grow in 2025, with a sustained commitment to enhancing gender diversity. Female representation has risen to 29% this year, marking a consistent year-on-year increase and reflecting our ongoing efforts to foster a more inclusive early careers pipeline.

IMI Women in Construction Leadership

As part of our ongoing commitment to leadership development, Linesight were represented in the Irish Management Institute's Women in Construction Leadership programme—an initiative aimed at supporting women to develop their careers within the construction and engineering sectors. This programme supports participants to strengthen their leadership approach, clarify their goals, and navigate the challenges of a fast-paced, evolving industry. It also fosters collaboration and peer learning, providing participants with the opportunity to share experiences and gain insights from professionals across the industry.

iWISH

iWISH is an initiative established to showcase the power of Science, Technology, Engineering, and Maths (STEM) to teenage girls.

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

The initiatives outlined reflect our ongoing efforts to support the advancement of women, from targeted development programmes and inclusive hiring practices to identifying leadership opportunities through succession planning. While progress has been made, we remain dedicated to fostering a culture where all employees, regardless of gender, have equal access to opportunity for career advancement and reward.

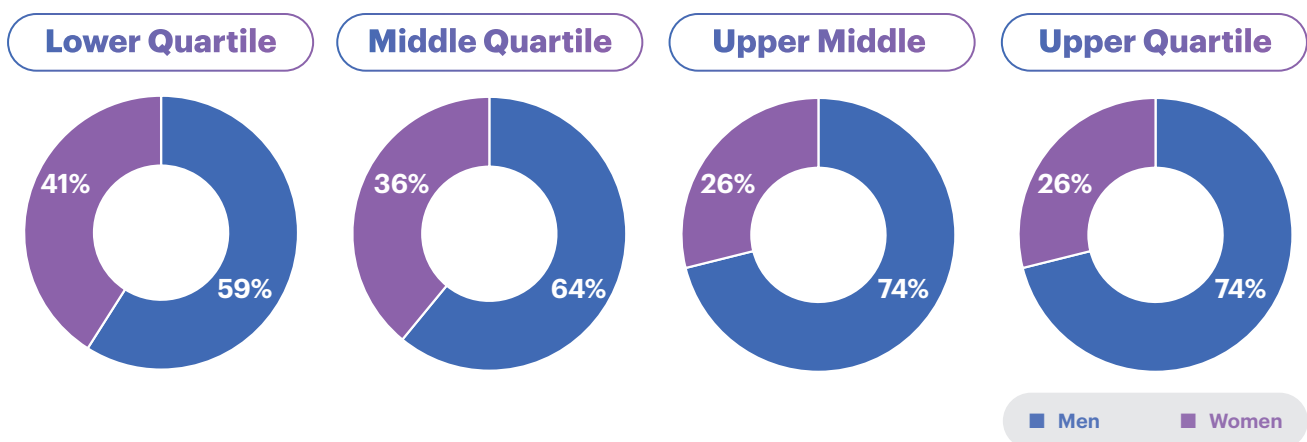
Line Radharc's Gender Pay Gap 2025

We are delighted to see another positive shift in our mean gender pay gap figure this year for all employees with a reduction in the overall gap to **15.73%** (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 another positive trend in the right direction.

The mean gender pay gap for part-time employees stands at **-1.18%** and for fixed-term employees, the mean gender pay gap is **10.05%**. Given the small number of employees included these categories, we do not consider these results to provide qualitative data for analysis.

The median gender pay gap is **21.88%** for all employees, reduced from **24.56%** in 2023. For Part-Time employees, the median gender pay gap is **23.40%** and for fixed term employees, the median gender pay gap stands at **5.9%**. As noted, given the small number of employees in the part-time and fixed-term categories, we do not consider these results to be statistically significant.

The charts below show the gender distribution across pay quartiles for Line Radharc. The Upper Quartile represents employees in the highest 25% of pay, while the Lower Quartile represents those in the lowest 25%. This data highlights that men are more highly represented in the most senior roles, particularly within the Upper Quartile and Upper Middle Quartile.



The mean bonus gap is **22.71%**. 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 and women who received a bonus stands at **89.91%** for both categories.

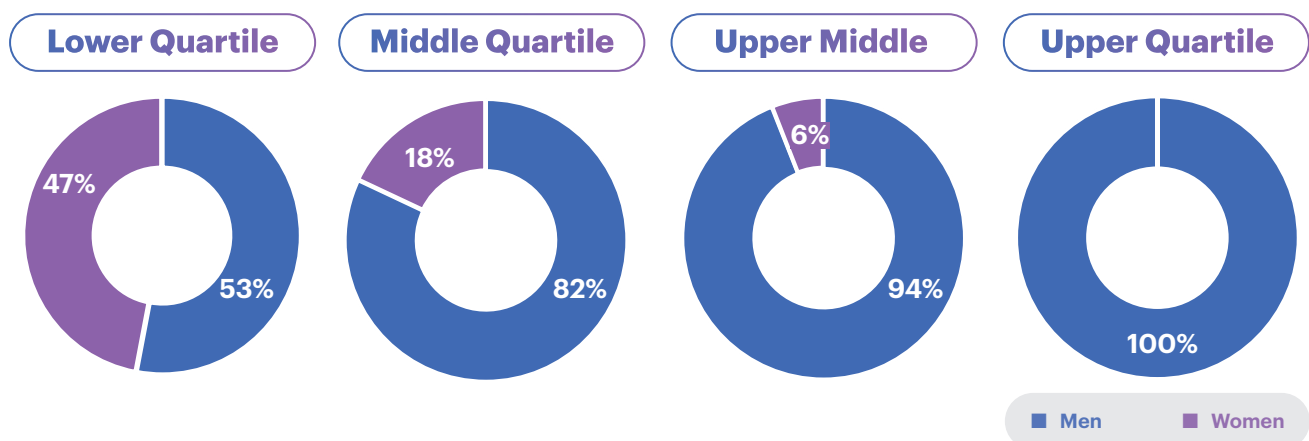
Whilst all employees are eligible to participate in company benefits, within the reference period, **31.04%** of men received BIK and **29.17%** of women received BIK.

Trenmor's Gender Pay Gap 2025

For the Trenmor entity, the mean gender pay gap stands at **51.05%**, with a median gap of **54.18%**. These figures are primarily driven by the gender distribution within the Trenmore entity, where **82.35%** of employees are male. This imbalance is particularly pronounced at senior leadership levels, which significantly influences the overall pay gap.

The mean gender pay gap for part-time employees is 0% and for fixed-term employees, the mean gender pay gap is **45.84%**. For part-time employees, the median gender pay gap is 0% and for fixed-term employees, the median gender pay gap stands at **44.47%**. Again, given the small number of employees in these categories, we do not consider these results to be statistically significant.

The charts below show the gender distribution across pay quartiles for Trenmor. The Upper Quartile represents employees in the highest 25% of pay, while the Lower Quartile represents those in the lowest 25%. This data highlights that men are more highly represented across all quartiles, particularly in the most senior roles.



The mean bonus gap is **84.53%** with the median bonus gap at 0%. The primary contributing factor for this statistic is the significantly higher ratio of men in senior-level roles as illustrated in the above quartile chart. The median bonus gap is 0%.



The percentage of men who received a bonus stands at **87.27%**, while for women it's **91.67%**.

Whilst all employees are eligible to participate in company benefits, within the reference period, **30.91%** of men received BIK, with no women opting to participate in company benefits.

