

# Gender Pay Report

18/11/2025



# Our Core Values



Our values are who **we are**,  
what **we stand for** and how **we behave**

## Our People

Our biggest asset is our people. They are the beating heart of all that we do. It is only with their mix of skill, attitude and diversity that we never fail to deliver exceptional work.

We nurture all our talent within the business to ensure everyone has the tools to deliver an exceptional service to our clients, time after time.



**1250+**

Expertly Trained People



**10+**

Countries Worldwide



### Culture of Care

We believe that a safe and supportive environment fosters not only physical safety but also emotional and psychological security.

## OUR LEARNING CULTURE

- Learning & Development Policy
- Equal Opportunity Employer
- Graduate Programme
- Apprenticeship Programme

## Introduction

This is our fourth year of reporting under the Gender Pay Information Act, 2021. The passing of time allows us to build a clearer picture of the challenge internally in respect of achieving improvements in the gender pay gap and in understanding the overall picture by industry sector nationally and the international position. The snapshot date taken for this report is 18th June 2025.

The gender pay gap measures the disparity in the average hourly earnings between men and women in an organisation.

It is important to be clear that any such gap does not indicate a lack of equal pay for both women and men performing the same job role. Designer Group operates a consistent and inclusive salary review process annually.



Our Gender Figures & Pay Gap

These figures are provided in accordance with the Gender Pay Information Act 2021:

On 18th June 2025, Designer Group in Ireland comprised of the following employee breakdown:

Male %	Female %
87.30%	12.70%

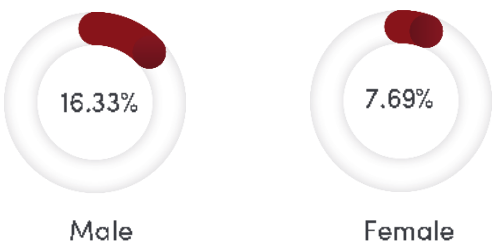
This is a slight increase (2.4%) in female employees as a percentage of the overall workforce.

Hourly Pay Quartiles by Gender:

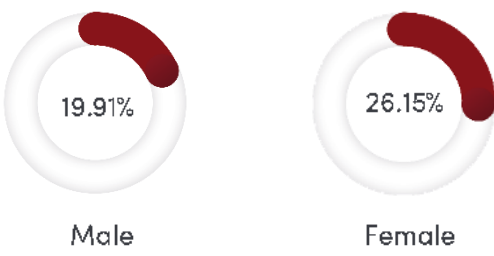
	Male %	Female %
Lower Quartile	81.25% (2024: 85.05%)	18.75% (2024: 14.95%)
Lower-Middle Quartile	84.38% (2024: 92.45%)	15.63% (2024: 7.55%)
Upper-Middle Quartile	88.28% (2024: 86.75%)	11.72% (2024: 13.2%)
Upper Quartile	95.31% (2024: 94.34%)	4.69% (2024: 5.55%)

Male and female employees receive equal pay for undertaking the same roles. The challenge in recruiting female staff in the construction industry has led to fewer female employees in senior roles.

Percentage of employees who received a paid bonus:



Percentage of employees who received benefit-in-kind:



Mean bonus remuneration pay gap:	13.74%
Median bonus remuneration pay gap:	16.60%
Mean hourly pay gap (all employees):	21.96%
Median hourly remuneration pay gap (all employees):	25.98%
Median hourly pay gap (part-time employees):	0.0%
Mean hourly pay gap (part-time employees):	0%
Mean hourly pay gap (temporary employees):	0%
Median hourly pay gap (temporary employees):	0.0%



## **What Are We Committed to Doing to Address Our Pay Gap**

### STEM Passport for Inclusion Sponsorship

As a donor to the 2025–27 programme Designer Group will act as an industry partner in the programme working with DEI schools (Delivering Equality of Opportunity in Schools) with three central priorities;

- Ensuring equal access to STEM skills to provide the opportunity to engage in meaningful employment,
- Ensuring that STEM skills support equal participation in society and,
- Building STEM knowledge and capabilities to support a meaningful life

### WICI Sponsorship

We continue to work with Women in Construction (WICI) and our commitment to driving gender diversity and inclusion in our industry. We completed a review with WICI in 2025, and the findings will shape our approach for 2026 with focus areas identified to help move us from the intention phase to the integration phase.

### Diversity and Inclusion

Throughout September and October, Designer Group conducted an extensive exercise to better understand our people and what is important to them and, provide the groundwork for data-driven transformation by facilitating a self-declaration Diversity, Equality and Inclusion survey and feedback mechanism on DG culture. The findings of this will be reviewed and will help shape our future approach.

### Apprentice, Graduate & High Potential Programmes

We are delighted to have seen an increase in female participation in our apprentice and graduate programmes.

We have also identified high potential female employees who have the priority to move into more senior roles in 2026 and 2027. This should result in a higher percentage of female employees in the upper quartiles in future years.

### People Policies

We continue to review and improve our ways of working, maternity leave benefits and other areas to improve female retention rates in the business. Improved attraction and retention metrics will support the upper quartile achieving a more balanced position.

### Educational Partnerships

We continue to engage in school and college partnerships to encourage STEM careers for female students and graduates.

### **Paul Nicholls**

Group Managing Director

View all Designer Group policies and reports at: <https://designergroup.com/privacy-policy/>

We confirm that our data has been calculated in accordance with the requirements of the Equality Act 1998 (Section 20A) 2010 (Gender Pay Gap Information) Regulations 2022