



CHADWICKS
GROUP

GENDER PAY GAP REPORT 2024

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INTRODUCTION

We are pleased to release our 2024 Gender Pay Gap report. This report complies with 'The Gender Pay Gap Information Act 2021', and includes a summary of what the term 'Gender Pay Gap' means and its significance to Chadwicks Group, along with our commitment to equal pay. It also presents our 2024 results as of 30th June 2024 and provides an update on our ongoing initiatives and long-term efforts to reduce the Gender Pay Gap at Chadwicks Group in the coming years.

Our colleagues are the foundation of our business. Recognising hard work, rewarding success, and celebrating achievements have always been central to Chadwicks Group's HR strategy. We are pleased to announce a €2.5 million investment in pay increases for our workforce of over 1,500 colleagues across Ireland. Colleagues saw 45% of their increase starting January 1, 2024, and the remaining 55% of their increase from September 1, 2024.

We are proud to be ranked in the Top 30 'Great Place to Work' for the second consecutive year. We have also invested significantly in industry-leading benefits, such as paid time off for colleagues undergoing fertility treatment and fully paid leave for pregnancy loss if they cannot access Maternity or Parental Bereavement Leave.

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Gareth McGrane
HR Director
Chadwicks Group

Our pay structure is simple and transparent, with increases based on a national wage agreement, length of service, and role. In 2024, our mean gender pay gap was 12.10%, a slight decrease of 0.17% from 2023, and marginally higher than the national average of 11.2% in Ireland. Our median gender pay gap decreased from 7.52% to 5.60%, a 1.92% reduction from 2023.

The remaining gender pay gap is due to a higher proportion of males in senior roles, which is observable throughout the construction and supply chain industry. Over the past year, we have invested in increasing female representation at all levels, from senior leadership to customer-facing roles, through family-focused benefits and leadership development programs. Not only have we observed a small increase in our gender balance within the Chadwicks Group, but there has also been an increase in the number of females in senior roles over the past year and we acknowledge that there is still work to be done to close the gap and remain committed to this goal.

At Chadwicks Group, we are dedicated to providing opportunities for all colleagues to thrive and achieve their career aspirations. As we look ahead, we are confident that our efforts will continue to build and retain a more diverse workforce. I confirm that the information and data provided are accurate and comply with mandatory requirements for Irish businesses.

Gareth McGrane
HR Director
Chadwicks Group





AS AN EMPLOYER

As part of the esteemed Grafton Group Plc, Chadwicks Group is a leading force in the builder's merchanting industry throughout the Republic of Ireland. With unmatched knowledge and expertise in the construction sector, we have been integral to everyday life in Ireland for over 200 years, supplying building materials to homes, hotels, farms, transport networks, and various other businesses across the country. Operating over 50 stores and employing more than 1,500 colleagues nationwide, our core business lies in the traditional Builders Merchants division, where renowned brands like Chadwicks, Cork Builders Providers, Davies, and Telfords have become trusted names for quality products and services.

Beyond our core business, we have embraced growth and diversification, skilfully expanding our brand family through thoughtful acquisitions and natural growth. This strategic expansion has introduced a suite of complementary brands — Heitons Steel, Panelling Centre, Morgans Timber, Proline, and Sitetech — each offering a distinct selection of products that enrich Chadwicks Group's portfolio. This blend of time-honoured tradition and modern expansion strategies underscores Chadwicks Group's prominence in the industry, ensuring we remain at the forefront of innovation and customer satisfaction.





CHADWICKS GROUP GENDER PAY GAP

Gender pay vs Equal Pay

There is a crucial distinction between unequal pay and the gender pay gap, each arising from different causes.

Unequal pay occurs when women are paid less than men for the same job solely because of their gender. This practice is illegal and prohibited by equality laws.

The gender pay gap, however, refers to the average difference in earnings between women and men, based on the average gross hourly earnings of all paid colleagues. It does not compare men and women doing the same job, with the same experience, or working the same hours. The gender pay gap does not necessarily indicate discrimination, bias, or a lack of equal pay for equal work. While unequal pay practices can contribute to the gender pay gap, they are not considered the primary factor behind Ireland's gender pay gap.

Mean hourly remuneration gap 12.10%

Down 0.17% from 2023

Median hourly remuneration gap 5.60%

Down 1.92% from 2023

Mean bonus remuneration gap 41.72%

Up 18.94% from 2023

Median bonus remuneration gap 0.00%

No change from 2023

Mean hourly remuneration gap of part-time colleagues -19.38%

Up 6.63% from 2023



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Glossary

Term: Gender pay gap report

Definition: Gender pay reporting measures the average earnings of men and women within an organisation, across all levels. The difference between men and women is then calculated.

Term: Mean figure

Definition: The difference between the average of men's and women's pay.

Term: Median figure

Definition: The difference between the mid points in the ranges of men's and women's pay.

Gender Identification

We have included in this report details on Males and Females as required under the legislation. We fully recognise that our people may identify differently.

Median hourly remuneration gap of part-time colleagues 27.63%

Up 16.32% from 2023

Mean hourly remuneration gap of temporary colleagues 15.92%

Up 17.65% from 2023

Median hourly remuneration gap of temporary colleagues 2.17%

Up 23.44% from 2023

To Note:

- Maternity Benefit received by 11 colleagues during the snapshot period is not included in the hourly rate calculations. This benefit amounts to a total of €57,770, which translates to an additional €2.59 per hour per female.

Percentage of colleagues who were paid bonus remuneration

Female 52.09%

Male 63.86%

Percentage of colleagues who received benefits in kind

Female 41.16%

Male 39.65%

Four Quartiles

Q1. Lower Quartile



Female 26.46%

Male 73.54%

Q3. Upper Middle Quartile



Female 19.10%

Male 80.90%

Q2. Lower Middle Quartile



Female 21.75%

Male 78.25%

Q4. Upper Quartile



Female 15.12%

Male 84.88%



REDUCING THE GAP

Our approach to colleague reward is gender neutral by design, and we constantly review ways to address the issues of Gender Pay. We are committed to enhancing diversity within Chadwicks Group by updating our recruitment practices to ensure we attract the best individuals for the role, regardless of gender. We offer an unbiased, clear career path for all colleagues, allowing them to progress within the business. We continually review our People Policies to ensure they attract and retain the best candidates while accommodating differing priorities. Our family-friendly policies support gender diversity, and we strive for stronger diversity in our leadership development programs to encourage more gender diversity at senior levels. As a subsidiary of Grafton Group plc, we adhere to the Grafton Group Equality, Inclusion, and Diversity policy, which aims to promote equality and diversity across all areas of our business. We are committed to proactively challenging the underlying reasons for the gender pay gap and working across our business to address it.



INCLUSIVE POLICIES

Our comprehensive set of inclusive policies significantly advances our gender equity goals. These policies offer extensive support for issues such as fertility, pregnancy loss, mental health, gender identity and expression, menopause, and domestic abuse. They provide flexibility and paid leave for colleagues affected by these events.

The development of these policies underscores Chadwicks' commitment to creating a fair and equitable workplace. We recognise the complexities and challenges often faced by women and all colleagues, and we take proactive steps to support them through all stages of life.



INVESTORS IN DIVERSITY

We enhance our commitment to gender equality through external accreditations and partnerships. In April 2023, we received the Investors in Diversity Silver award from the Irish Centre for Diversity, highlighting our dedication to fostering inclusion and diversity in the workplace.

After reviewing our internal policies and processes, this accreditation confirms that Chadwicks Group has built a solid foundation for embedding inclusion and diversity and promoting equity throughout our business.

We aim to uphold and build upon this high standard.

LDP



Chadwicks Group is proud to offer the Leadership Development Programme (LDP) to promote gender balance and equal opportunities. This programme, in partnership with the Irish Management Institute (IMI) and other reputable training partners, aims to support internal succession planning and continuous professional development. It provides colleagues with tailored career paths and equips them with the skills needed to become future leaders. The LDP is designed for those with leadership potential, encouraging broad business curiosity and strong business acumen to drive Chadwicks Group forward fostering a culture of gender balance and inclusive leadership.



The Chadwicks Sales Academy Programme promotes gender balance and equal opportunities, focusing on enhancing sales skills as part of our succession planning strategy.

The programme is open to all colleagues interested in pursuing or advancing a career in sales. Successful participants will receive a Chadwicks Sales Academy Certificate & Graduation.

The programme aims to develop essential sales competencies, including identifying opportunities, building rapport, and closing deals.



As a member of the 30% Club, we are committed to achieve a minimum 30% gender representation throughout the business, including our senior leadership team.

As we continue on our journey to becoming more gender diverse, we have shaped our people strategy to become a more inclusive business where everyone is treated equally.

COLLEAGUE PROFILES



Jamie Cooney
Regional Director

Jamie joined Chadwicks as the Branch Manager of our Gorey Branch in May 2021, bringing with her a wealth of experience from our sister company, Woodies. She began her career at Woodies in May 2007 as a Deputy Manager and was promoted to General Manager in June 2015. Her dedication and leadership skills led to her promotion to Regional Director in September 2024.

In her role as Regional Director, Jamie reports to the managing director of the BM division and is responsible for managing, developing, and monitoring the performance of multiple branches within the Chadwicks Group. She plays a crucial role in contributing to the senior management team and shaping the business strategy. Jamie is committed to creating a sales-driven culture, ensuring high levels of customer service and maintaining exceptional operating standards across the region. She works closely with branch managers to maximise sales and margin targets, and she identifies new opportunities to grow the business.

Jamie's strategic vision and leadership make her an invaluable asset to the Chadwicks Group, driving growth and ensuring the highest standards across the region.



Tara Brennan
Marketing & Digital Director

Tara joined Chadwicks Group as the Marketing & Digital Director in September 2017, with over 20 years of marketing experience, including over ten years in senior leadership roles including over three years as Marketing manager at Musgrave's Marketplace and holds a BSc/BA in business administration, marketing, and communications.

Reporting directly to the CEO, Tara is responsible for driving the marketing, communications, and digital strategy for Chadwicks Group, focusing on brand awareness, customer loyalty, and business growth.

As a key member of the senior leadership team, Tara plays a significant role in strategic planning and enhancing business processes, overseeing budget planning, manages relationships with agencies, and advocates for customer experience through innovative strategies and PR campaigns.

In addition to her leadership role with the Chadwicks Group, Tara holds a Non-Executive Director position with the Hardware Association of Ireland (HAI) and South Dublin Childcare Committee (SDCCC).

Tara's commitment to promoting women in leadership and her strategic vision make her an invaluable asset to Chadwicks Group, driving digital engagement and cultivates a positive, inclusive culture that prioritises diversity and inclusion.



Rachel Dufficy
Business Support Manager

Rachel joined Chadwicks Group as the National Pricing Manager in January 2023, after a long and successful career with our sister company, Woodies, and our parent company, Grafton Group. Rachel began her journey at Woodies in September 2006 in accounts, before moving to internal audit in December 2011. In July 2014, Rachel transitioned to Grafton Group as an internal auditor, further honing her financial expertise.

In October 2024, Rachel was promoted to the position of Business Support Manager. Reporting to the Head of Business Support, her primary objective is to support the financial and commercial performance of the branch network. This includes sustaining, protecting, and developing strategically aligned initiatives to ensure the profitability and financial health of the business.

Rachel provides best practices training to sales staff, equipping them with the knowledge and tools to drive profitability. Rachel also prepares the annual budget, ensuring all financial planning aligns with business objectives and goals.

Rachel manages and controls non-trade overhead costs, identifying and implementing cost-saving measures without compromising operational efficiency. Her strategic vision and leadership make her an invaluable asset to Chadwicks Group, driving financial health and operational efficiency while promoting a culture of excellence and profitability.