



Established 1859

# Gender Pay Gap Report

2019

# Our Gender Pay Gap Report 2019

Sisk is a family owned construction business operating for 160 years. Our core values of Care, Excellence and Integrity are at the heart of who we are and how we treat our people.

Our commitment to a safe, engaged and inclusive work place is fundamental to how we operate and we are relentless in seeking opportunities to improve.

Our Gender Pay Gap Report represents an important annual statement of our progress in the challenges of gender pay and gender balance within Sisk. We are acutely aware of the challenges we have, along with the construction sector, in consistently attracting, retaining and promoting women within our organisation. This represents a significant missed opportunity of untapped talent that we are working hard to address.



Stephen Bowcott  
CEO – John Sisk & Son



# Our approach

**Our goal is to ensure that inclusion is part of the fabric of our business and that our culture and environment allow everyone to thrive and contribute to our success, without barriers.**

In the past year we have expanded our Diversity and Inclusion Action team, have appointed board level diversity sponsors in both the UK and Ireland and formed a gender-targeted employee resource group. We have also partnered with both the WISE campaign and the Irish Centre for Diversity to gain an external view on our activity and progress.

As part of our Gender Pay Report 2017 we developed a five year gender action plan. This plan sets out immediate and longer-term initiatives to attract females to the construction sector and to Sisk and to ensure a level playing field to support female progression. Our updates and activities for 2020 in these areas are set out below.



## Ensure a zero philosophy towards pay inequalities

Our target is 100% pay parity for all employees engaged in similar work.

We remain committed to pay inequality having zero impact on our gender pay gap. We will constantly audit pay across our employee population to ensure gender pay parity is maintained. We are certain that our current processes mean that instances of different pay for the same work are minimised, and if differences occur then they are picked up and corrected quickly.



## Attract females to Sisk

Our target is that by 2022, 25% of our staff will be female. Presently, we have 85% males and 15% females in Sisk. We are also targeting 25% of our graduate intake to be females by this year also. Sisk is an equal opportunities employer.

We believe in appointing the best candidate to the job. Progress has been made in our emerging talent programmes and we are on course to meet our 25% target for our graduate intake for 2020. We recognise additional focus and creativity is required to contribute to our experienced hires, and as such we will be developing our returners programme and look at reskilling talent from other sectors during 2020.





## Level the playing field

Once on-board, we have also developed a range of initiatives to help our employees, both male and female, to build long term careers with Sisk.

In accordance with our values, Sisk has a strong tradition of developing talent internally. Our intent is that this will continue. We will be enhancing our succession planning and development programmes with additional support around flexible working and mentoring that will enable our top talent, including women, to thrive.



## Attract females into the sector

Our long-term goal is to drive a sustained improvement in female participation and progression in our business, as well as the wider construction sector.

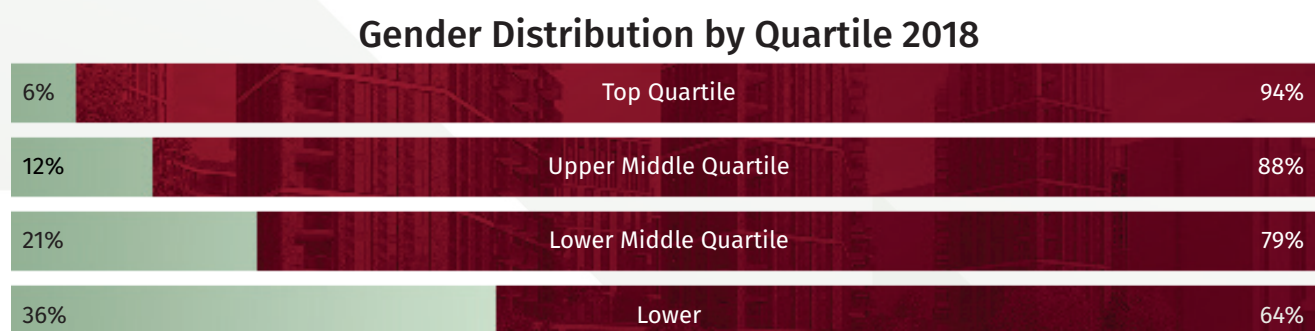
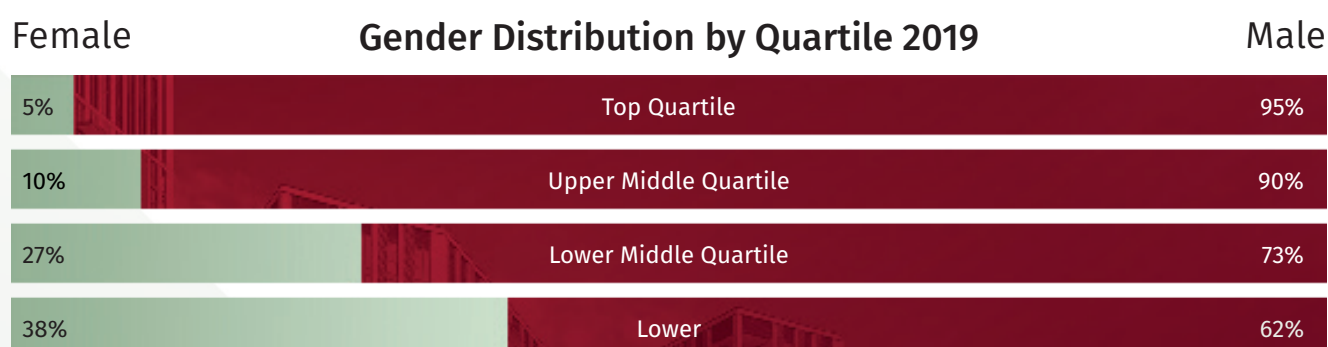
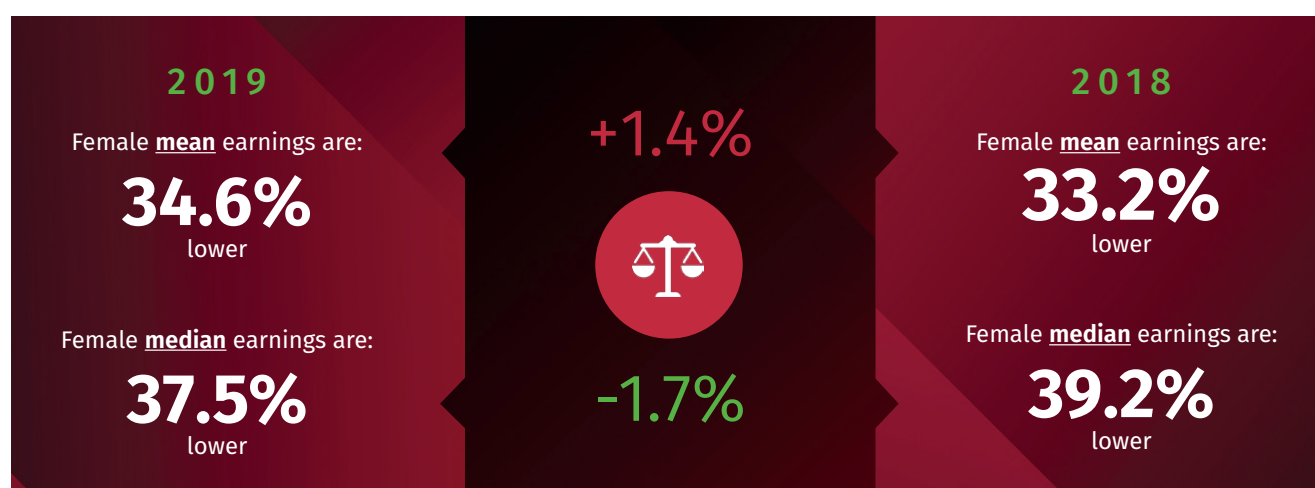
We will continue and expand our approach to school outreach and the promotion of STEM opportunities in the construction sector, as well as our support for Women in STEM events and organisations like WISE. In addition, we will look to expand our understanding and influence by engaging with our competitors to generate a sector wide response to Gender challenges within construction.



# Our gender pay gap data 2019

The gender pay gap shows mean and median hourly full-pay earnings of males and females in Sisk.

Gender pay gap in hourly pay

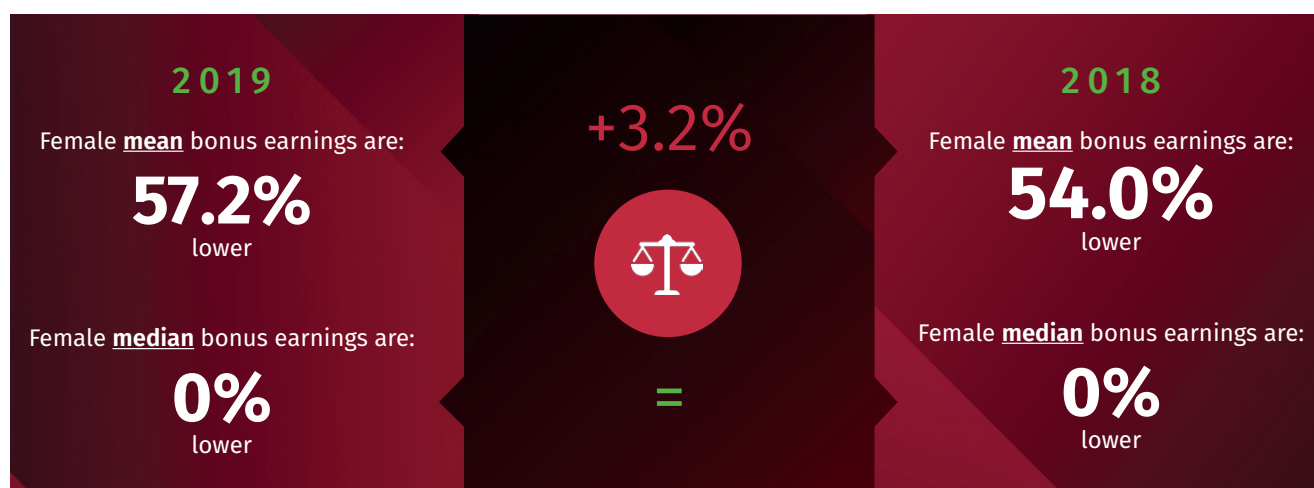


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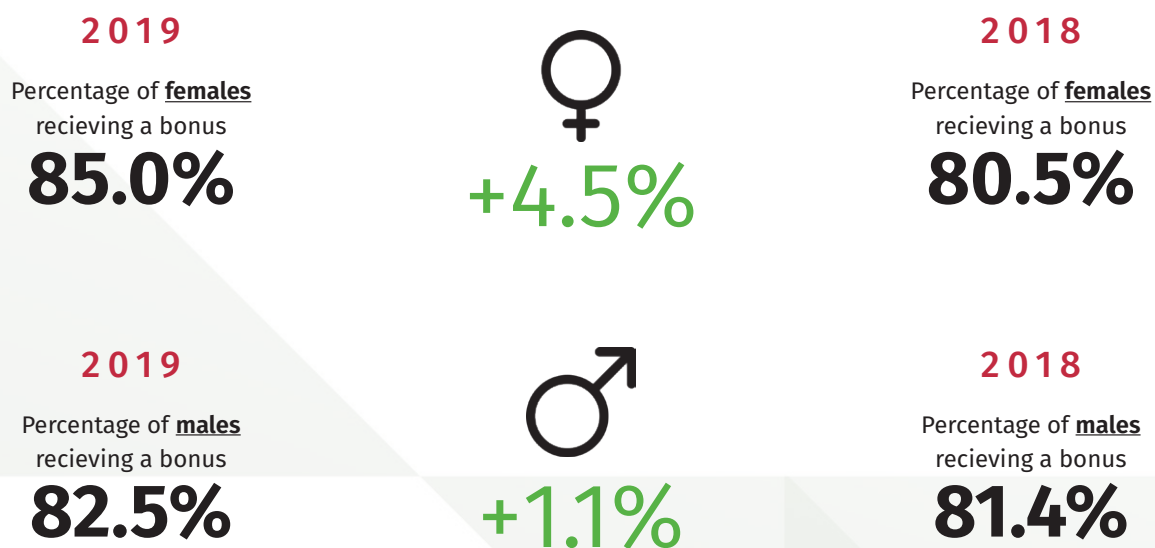
## Bonus gender pay gap

The mean and median calculations are shown to compare bonus payments paid for the year to the 5th April 2019 to both males and females. The proportion of both male and females receiving a bonus/incentive payment in the form of cash or Christmas voucher is also reported.

### Difference in bonus payments



### Proportion of males and females receiving a bonus



# Declaration

We confirm that our Data has been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017



A handwritten signature in black ink that reads "Gerard Penny".

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**Gerard Penny**  
Finance Director



A handwritten signature in black ink that reads "Seán Fitzpatrick".

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**Seán Fitzpatrick**  
HR Director

## About Sisk

John Sisk & Son is an international construction company which places a strong emphasis on performance, quality, teamwork and a “hands-on” management approach to ensure client satisfaction. Family ownership for five generations has set the cultural tone for John Sisk & Son. We have been Building Excellence for over 160 years by building trust, certainty and value for our clients.

John Sisk & Son can be relied upon to keep delivering. We take a long-term view of business, investment and relationships. Our knowledge and skills are augmented by the financial strength of a €1bn turnover business. Our overriding focus is on performance. We take our quality, safety and environmental responsibilities extremely seriously and pride ourselves on our standards and record and a shared commitment laid out in our Zero philosophy.

Teamwork lies at the heart of our culture. We work together with our customers, professional teams and our supply chain to develop innovative and value adding solutions for our clients. Relationships have been the key to our past success and will be more important than ever in the future. Our team is committed to working closely with you to deliver total satisfaction on your projects.

Protecting the welfare of future generations is also reflected in our approach to sustainability by bringing environmental, social and economic benefits to our clients and the wider community.

[www.johnsiskandson.com](http://www.johnsiskandson.com)



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# Delivering excellence in construction

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