

Roadstone Ltd. operates in more than fifty locations throughout the Republic of Ireland providing a broad range of high-quality products to the construction industry and to the public. Whilst historically the workforce in our business has been predominantly male, today females make up 16% of our 663 employees.

At Roadstone, our people remain our most important and valued asset and we believe that a successful business is one that harnesses the benefits of a truly inclusive and diverse culture. In Roadstone, we aspire to be an employer of choice and believe that attracting, retaining, and developing the best, most talented individuals, regardless of gender, is key to the future success of our business.

## GENDER PAY STATISTICS

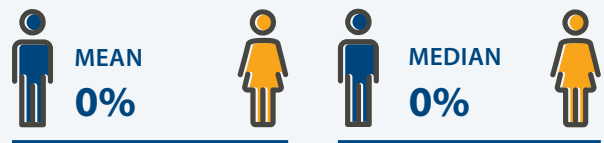
Gender pay gap data is different to equal pay. Equal pay relates to pay differences between males and females who carry out the same jobs, similar jobs, or work of equal value. Gender pay gap is the difference in the average pay and bonuses between males and females across a business.

### ALL EMPLOYEE HOURLY



This graphic shows the percentage by which female's average hourly pay is lower compared to males. Roadstone Ltd has long established agreed rates for the majority of roles within our operations, these rates apply regardless of gender. The higher median rate for female employees (-0.4%) results from males employed marginally in more site-based work in our quarries and production plants whilst female employees are predominantly employed in office-based roles, which generally include higher paid finance, quality control, certain administration and clerical roles.

### PART TIME



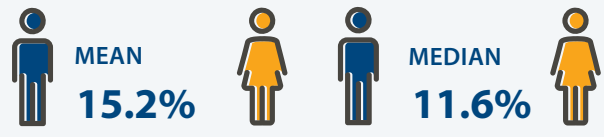
We have a very small number of part-time employees (7), where there are no males.

### BONUS



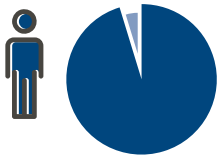
This graphic shows the percentage by which females' average bonus pay is lower compared to males. As reflected by the median figure all employees are entitled to participate in the CRH Share Participation Bonus Scheme, the bonus value is determined by a comprehensive agreement with the unions. In addition, management receive a performance-related bonus in line with defined targets.

### TEMPORARY / FIXED CONTRACTS

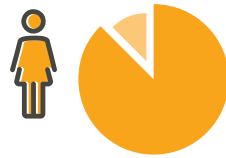


In the relevant time frame male and females on temporary contracts were predominately secondary school and college students on summer work placements. During this period there were more males employed on fixed-term contracts.

## BONUS PAID PROPORTIONS

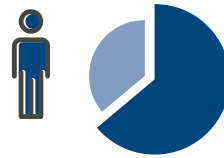


93.4%

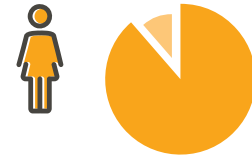


90.6%

## BIK PAID PROPORTIONS



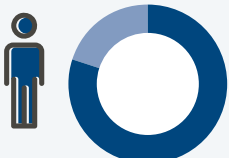
35.9%



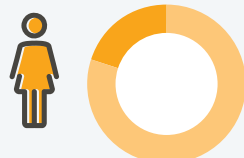
10.4%

The proportion of males and females receiving a bonus. These percentiles represent a timing issue - all employees are entitled to participate in the CRH Share Participation Bonus Scheme but they must have completed twelve months continued service.

## LOWER Q1

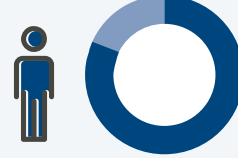


80%

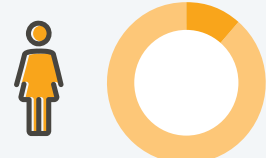


20%

## LOWER MIDDLE Q2

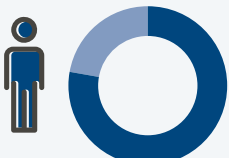


88%

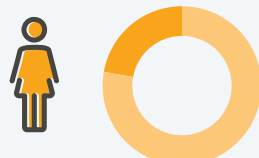


12%

## UPPER MIDDLE Q3

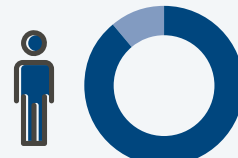


80%

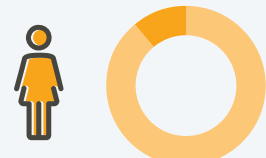


20%

## UPPER Q4



88%



12%

The distribution of pay is shown in quartiles. These are calculated by splitting the entire Roadstone workforce into four equal bands based on hourly pay from the highest (upper) to the lowest (lower). Here we show the percentage of males and females who sit in each band. Roadstone Ltd has 16% female employees and has an even proportion of male and female earners in the top and lower half of pay distributions - this reflects Roadstone's commitment to attracting and developing female careers in heavy industry.

## OUR ACTIONS

As a traditionally male-orientated industry, we understand that increasing the number of females in our business is a challenge. To this end we are putting in place initiatives to promote greater female participation and integration into the Company.

In 2023, our Female Employee Network shaped our company wide International Women's Day celebrations as well as a calendar of Wellbeing Events on topics to support females in the workplace. Diversity & Inclusion Awareness training was provided throughout the business in addition to an Audit of all Welfare Facilities. Furthermore, the Company utilised a new recruitment platform and developed inclusive approaches to attract more diverse candidates, as well as completing training in the area of Inclusive Recruitment with the Irish Centre for Diversity.

Our continued relationships with the educational sector and local communities promote and encourage females and males to view the construction materials industry as an attractive and worthwhile career choice.