



# GENDER PAY GAP REPORT

# Introduction

In publishing this, our second Gender Pay Report, DBFL re-affirms our commitment to providing a fair and inclusive workplace for all. The figures presented in this report have been prepared in accordance with the Gender Pay Gap Information Act 2021. Under the Act, employers in Ireland are required to analyse and explain the difference in the average hourly pay of women compared to that of men in their organisation. This report shows our Gender Pay Gap for the 2025 (snapshot date June 30th), sets out the general reasons for the gap and provides an overview of the initiatives we will continue to develop to close the gap.

At DBFL we are committed to doing what we can to make construction / engineering a more attractive and sustainable career for women.

- We actively collaborate with industry organisations, such as Engineers Ireland and ACEI to promote diversity within the profession.
- We host an annual in-house Transition Year Programme where female representation is encouraged and supported
- We speak about our profession at schools through STEM programmes and other initiatives.
- We participate in the EI STEPS to engineering Programme in primary and secondary schools.
- Our staff mentor female students in STEM fields.
- We work with the various 3rd level institutions on promoting our profession

Very active in the Diversity & Inclusion space, DBFL recognises the importance and benefits of diverse perspectives and an inclusive work environment. Our commitment to EDI has been acknowledged with the award of the prestigious Investors in Diversity Gold from the Irish Centre for Diversity in February this year. Something we are very proud of as a company.

Whilst we are legally required to report based on male and female data, at DBFL we recognize people of all genders and strive for an inclusive culture where everyone belongs.





# Defining Gender Pay Gap

It is important to stress that Gender Pay Gap is not about equal pay for equal work or work of equal value, which is required under the Employment Equality Acts, but about gender representation. Even if an employer has an effective equal pay policy, it could still have a gender pay gap. For example, if a smaller number of women are employed in higher-paid roles within a company. Equal pay on the other hand relates to ensuring men and women doing the same work of equal value are paid equally without discrimination. This is a European and Irish Law and therefore a legal requirement. In DBFL we are committed to ensuring this applies across the company.

The Gender Pay Gap is the difference in the mean pay between men and women in an organisation regardless of the type of roles they undertake. It does not suggest that men and women are paid unequally, but rather describes the representation of men and women across the organisation. Our pay gap for Employees was calculated by taking the percentage difference of the mean hourly pay for men and the mean hourly pay for women within our company at the snapshot date. It measures the pay difference between all women and all men regardless of their role, length of service, location or any other differentiating factors. The calculations can be defined as a range of Gender Pay Gap statistics.

Many factors can contribute to the existence of gender pay gaps. These include differences in educational attainment and qualifications, occupations, career progression, prevalence of fulltime and part-time working, and responsibility for caring roles.

## The Legislation

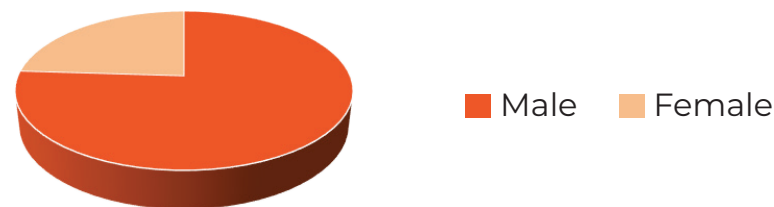
The regulations have placed reporting and publication requirements on Public and Private Companies. This applies to employers in Ireland with over 50 employees in 2025 reference year. Gender Pay Gap Information Act 2021, Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022, Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) (Amendment) Regulations 2024, S.I. No 212/2025 Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) (Amendment) Regulations 2025.



# Our Gender Pay Gap

## 1. Gender Representation

A snapshot date of the 30th June 2025 was agreed to complete our Gender Pay Gap assessment. On this snapshot date there were 189 relevant employees. This was made up of 76% males 144 and 24% females 45.



- Since establishing our EDI driver in 2020 we have recorded a 6% increase in female employees from 18 to 24%.
- The number of female engineers qualifying from third level colleges/universities poses a potential constraint and necessitates alternate talent source pipelines.

## 2. Our Gender Pay Gap Figures

The Table below shows our mean and median hourly pay and bonus gap figures at the 30th June 2025.

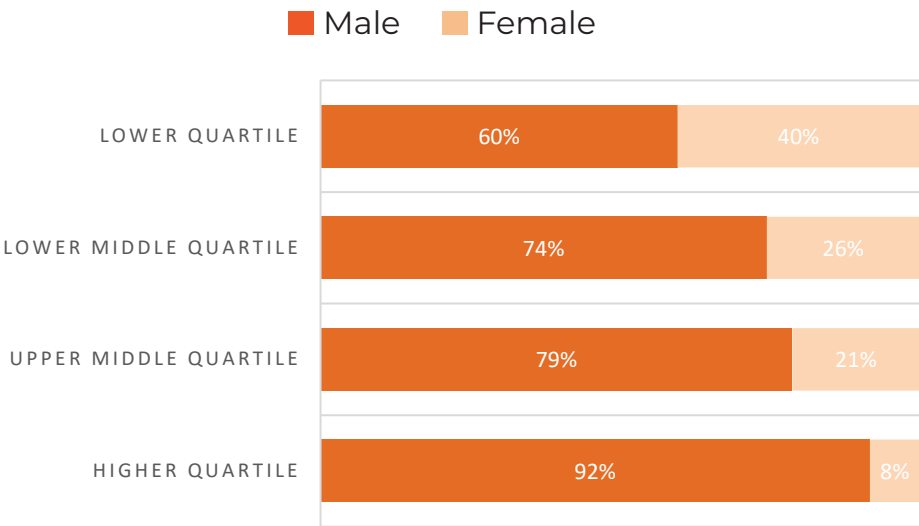
	Mean	Median
Hourly Pay	23%	21%
Bonus	74%	0%

## 3. Bonus

Proportion of Males who received a Bonus **93%**  
Proportion of Females who received a Bonus **91%**  
Proportion of Males receiving BIK **1%**  
Proportion of Females receiving BIK **0%**

## 4. Pay Quartiles

The table below shows the gender distribution in four equally sized pay quartiles.



## 5 Key Findings

- We have highlighted some of the key findings from our second year's GPG reporting.
- Our Gender Representation at 24% female is above the national average. CSO reporting for 2024 recorded 10.2% female employees in the sector.
- Our Mean Gender Pay gap at 23%, is broadly in line with similar sized companies in the construction and engineering sectors.
- 91% of all women and 93% of all men received a bonus, and the median bonus gap of 0% shows when awarded bonuses are distributed equally between men and women in comparable roles.
- The Mean Gender Pay Gap(Bonus) at 74% is a reflection of the higher number of males in Senior Leadership roles.

# Making Changes & Closing The Gap

At DBFL we are committed to helping make the construction and engineering industry a more attractive and inclusive career choice for women. We aim to provide development opportunities for all employees within an environment where everyone can thrive and has equal opportunity to succeed and progress.

As part of our Equity, Diversity & Inclusion (EDI) commitments, we are working to increase gender representation at all levels of the company. Some of the initiatives we are currently progressing are outlined below:



## **Commitment to EDI - Achieving Investors in Diversity Gold Accreditation /ACEI D&I Charter**

In February 2025 we achieved Investors in Diversity Gold Accreditation, demonstrating the company's strong and continued commitment to EDI for staff and clients. Signed up to the ACEI D&I Charter.

## **Improving Female Representation Internally**

Continue to actively encourage female employees in progressing to senior roles in the company. Strengthen partnerships with universities and third-level institutions to attract a diverse pipeline of future talent.

## **Supporting Career Progression**

Continue to support training & mentoring to prepare female employees for senior roles. Our Mentoring Programme and Women's Network remain key resources in supporting female employees.

## **Pay Equity & Promotion Reviews**

Continue to conduct regular audits to identify and address any discrepancies in pay for comparable roles. Ensure that pay and promotion processes remain transparent, consistent, and free from gender bias

## **Supportive Working**

Provide hybrid working options that help employees in balancing work and personal commitments while maintaining strong client service standards.

## **Promoting Engineering as a Career**

Continue to engage in female focused initiatives that encourage greater participation and retention in the construction and engineering sector, including EI's STEPS schools programmes and the Women in Engineering Conference.



# Explanations & Definitions

## Mean Gender Pay Gap

All salaries are converted to an hourly rate and added up for males and females respectively. The difference between the mean (average) hourly pay for male and female colleagues is then calculated and expressed as a % of male's hourly pay.

## Median Gender Pay Gap

All male and female salaries are converted to hourly rates and listed from the highest to the lowest paid respectively. The difference between the median hourly pay of males and females is expressed as a % of men's median pay.

## Pay per Quartile

The percentage of male and female employees in four equal sized groups of employees based on their hourly pay. All employees are sorted in terms of their pay band and then divided into quartiles – i.e. a particular pay level under which 25% of all employees falls would constitute the first or “lower” quartile

## Relevant Date/Snapshot Date/Relevant Pay Period

Snapshot / Relevant date of 30th June 2025 has been selected. The relevant pay period means the period of 12 months ending on the relevant date. Our reporting covers this full period.

## Bonus Remuneration

As defined within the Regulations, bonus remuneration can include gift vouchers, shares, profit sharing, commission etc. Full details of the Regulations can be found at gov.ie - How to report on the Gender Pay Gap







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