

# GENDER PAY GAP REPORT 2024



**NORTHSTONE**  
A CRH COMPANY



# INTRODUCTION

**At Northstone Materials, 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.**

We want 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.

Traditionally our industry has been male dominated, but we are continuing to make progress in trying to change perceptions and highlighting the range and quality of career opportunities available in our business and sector.

We continue to work to attract and recruit more women and our leadership team is committed to fostering a culture that encourages inclusivity and promotes equal opportunity for all, within a respectful, supportive workplace that values the contribution that both women and men make.

We encourage career progression and strive to reward people fairly based on experience, behaviour and performance.

These principles form the basis of our approach to closing the gender pay gap, promoting inclusion and diversity and attracting and developing the best people, regardless of gender.

This is our first year reporting the statistics for Northstone Materials Limited.

Previously, our statistics were reported under Northstone (NI) Limited which had three trading divisions; namely Farrans Construction, Northstone Materials and Cubis Systems. Following a business restructure, the activities of Northstone Materials and Cubis Systems transferred out of Northstone (NI) Limited in May 2023 and into new separate legal entities, namely Northstone Materials Limited and Cubis Systems Limited.

Our report provides a snapshot of the following statistics for Northstone Materials Limited as at April 2024, produced in line with Government requirements for businesses with 250 employees or more;

- Gender pay gap (mean and median)
- Gender bonus gap (mean and median)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure

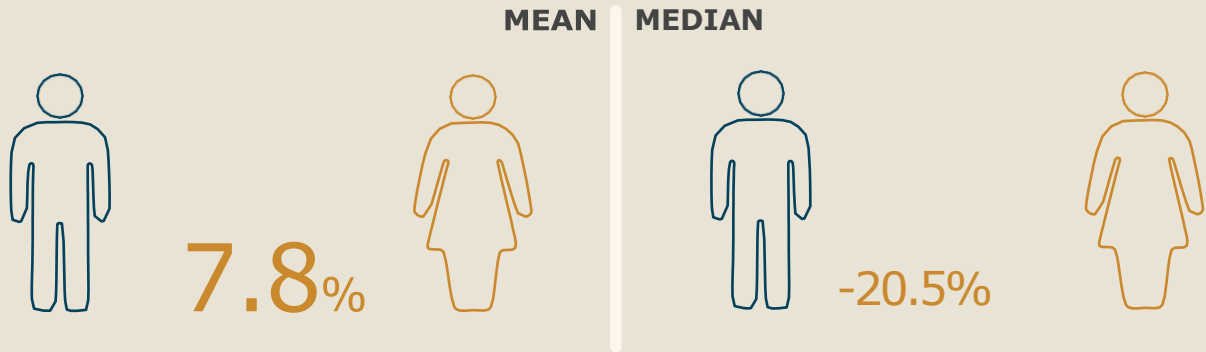
Gender pay gap data is different to equal pay. Equal pay relates to pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value. Gender pay gap is the difference in the average pay and bonuses between men and women across a business.

*By closing the gender pay gap, we are creating a more prosperous society for future generations. We are committed to promoting fairness, transparency and equal opportunities to our workforce to ensure that both men and women are compensated fairly for their contributions.*

**Darren McMillan**  
Managing Director, Northstone Materials

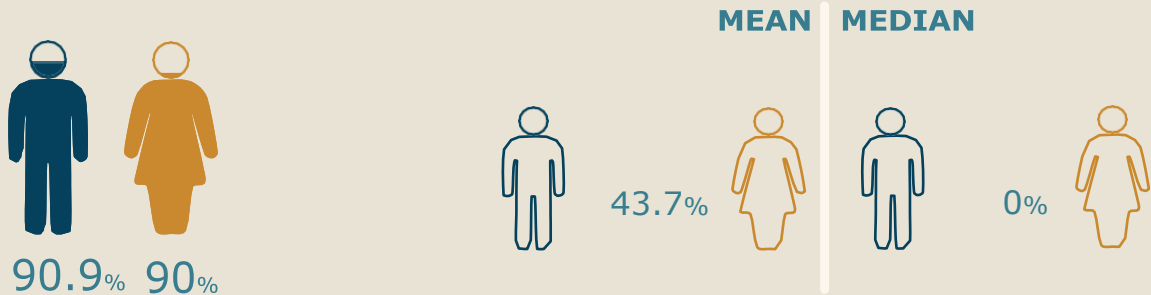
# OUR GENDER PAY STATISTICS

## HOURLY PAY



This graphic shows the percentage by which women's average hourly pay is higher compared to men

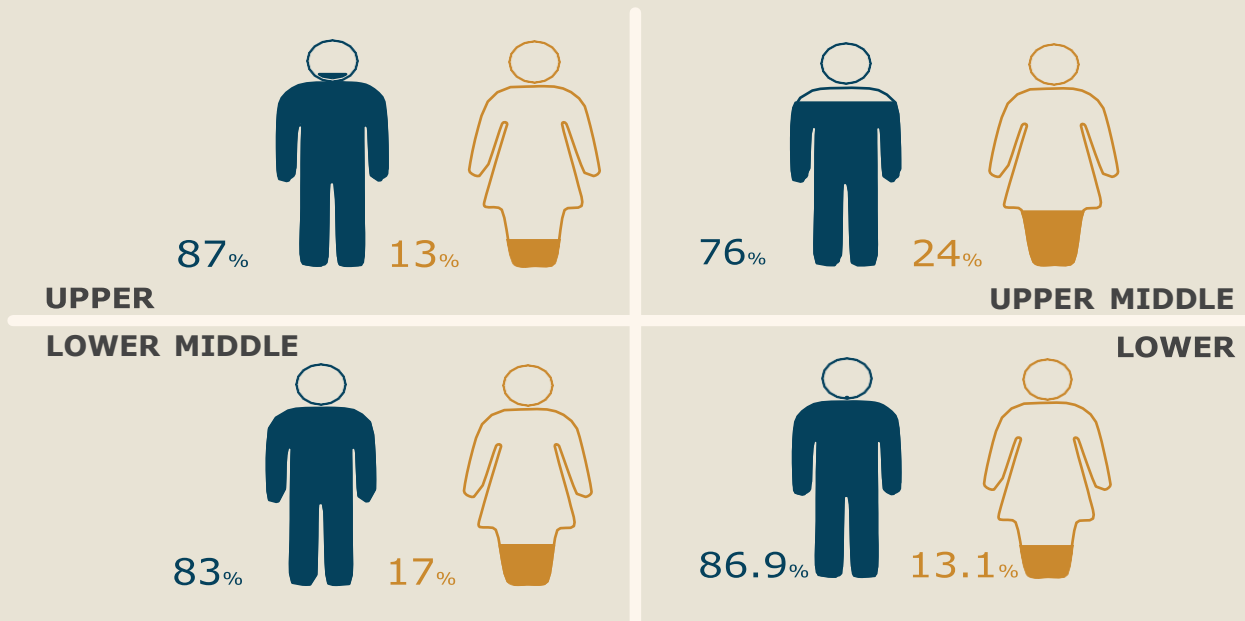
## BONUS PAYMENTS



The proportion of men and women receiving a bonus

This graphic shows the percentage by which women's average bonus pay is lower compared to men

## PAY QUARTILES



The distribution of pay is shown in quartiles. These are calculated by splitting the entire Northstone workforce into four equal bands based on hourly pay from the highest (upper) to the lowest (lower). Here we show the percentage of men and women who sit in each band.

Pay level figures published here for Northstone are based on the mean (average) and the median (middle number) based on a payroll 'snapshot' taken on 5 April 2024. The pay gap is the difference between the hourly pay received by women and men.

# GENDER PAY STATISTICS

Following the business restructure and as of 2024, women represent 17% of our employee population.

The overall mean gender pay gap for Northstone Materials as at the 5<sup>th</sup> April 2024 snapshot date is 7.8%.

The difference in the median (or middle) figure for hourly pay was -20.5%. The median hourly rate for women is driven by more site-based roles in manufacturing and quarrying being filled predominantly by men, with office-based roles, which are typically higher paid, being filled by women.

In 2024, the proportion of men and women receiving bonuses was 90% of women vs 90.9% of men and the mean bonus pay gap was 43.7% and median, 0%.

Historically, men have occupied a greater number of senior roles in this sector, which typically offer larger bonuses. Within Northstone Materials, leadership positions are predominantly held by men, who have received bonuses commensurate with their roles, resulting in lower bonus pay for women compared to their male counterparts.

We acknowledge there is no quick fix to increasing the number of women in our business, however we are working to build the foundations for long-term, sustainable growth and to foster a more inclusive and diverse company.

We seek to increase the proportion of women at all levels in our organisation by promoting the abundance of opportunities within our industry. By collaborating with the education sector and public bodies, we aim to motivate and inspire women to pursue a professional career within the construction and engineering industry across a wide range of disciplines, thus encouraging and developing gender balance within the workplace.

## OUR ACTIONS

We continue to attract and increase the proportion of women within Northstone Materials by showcasing the various opportunities on offer for women to have professional careers within this sector. We believe that a more diverse workforce will make us a better business.

### ATTRACTING MORE WOMEN

We remain dedicated to developing a more inclusive and diverse workforce and seek to foster a flexible working environment, attractive to both men and women.

We are encouraging the recruitment of more women within our organisation to improve gender balance, the capability of our workforce and to ensure that we have more women developing through the business. We host site-based recruitment days to engage and encourage women into the industry, and through our recruitment activities, we are focusing on attracting more women with an emphasis on promoting non-traditional female roles.

We continue to build our engagement with educational bodies to highlight the opportunities and successes of women within our business and encourage more young women to consider jobs within manufacturing and quarrying.

In recognition of International Women's Day in March 2024, we held a range of company-wide initiatives to raise awareness and create and foster growth.

### WOMEN IN MINERALS GROUP

We are committee members of the newly formed Women in Minerals network, made up of women working in various roles within the manufacturing industry. The Group aims to provide members with opportunities to expand their professional networks and discuss key issues and opportunities within the industry.

### FACILITIES IN FOCUS PROGRAMME

Internally, we have established and implemented the Facilities in Focus Programme for the purposes of creating a more female-friendly workspace through the enhancement of our female facilities on site.

### SUMMARY

Addressing the gender balance of our workforce is a continuing commitment for both Northstone Materials and the wider industry. We are focused on attracting more female talent to our business and encourage the next generation of women to consider a career within this sector.

# CASE STUDY

## **Tiarna Hanson** **Tile Despatch Administrator**

Tiarna joined Northstone, Toomebridge as an Administrator in November 2016 after completing her Higher National Diploma in Business Studies at Magherafelt NRC.

*"After two years of service, the Company encouraged me to undertake the relevant study day-release required to complete BSc Honours in Business Studies at Ulster University, Jordanstown.*

*While undertaking my studies, I developed my administrative role within the Despatch office, which involved duties such as managing customer enquiries and orders, data handling and ad-hoc administrative tasks.*

*Within the Despatch office, I focused on the Company's UK Tile Customers and worked in conjunction with the Company's UK Sales Representatives by dealing with customer product queries, taking orders and advising and scheduling deliveries.*

*Over the years, my role has evolved, and I am responsible for the logistics of our UK Customer deliveries. I link up with haulage companies, schedule transportation, facilitate collections and deliveries overseas.*

*In addition to the above, I liaise with our invoicing and credit control departments, and I communicate with the tile production team. It is important I update daily production requirements and enable correct data usage for tile dispatch when organising collections and deliveries.*

*In 2021, I passed my final exams and achieved BSc Honours in Business Studies".*



I can confirm that the data contained within this document is accurate and in accordance with government gender pay gap reporting requirements.

**Darren McMillan**  
**Managing Director**