

Gender Pay Gap Reporting November 2025



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Introduction

At GLF, we redefine skylines with our premium metal and glass facades, setting new standards of excellence across Ireland and the UK. With over 35 years of expertise in the curtain walling industry, GLF specialises in cutting-edge design, fabrication, and installation services across a diverse range of projects — from commercial offices and universities to healthcare facilities.

Since our inception, design excellence has been at the heart of everything we do. As we continue to grow and adapt alongside the latest innovations in systems and glass technology, one thing remains constant: **our people are our greatest asset.**

We are proud of our highly skilled workforce and deeply committed to fostering an environment where every individual can excel, thrive, and build a meaningful career. We recognise that the construction industry has historically been male-dominated, and we believe it is both our responsibility and our opportunity to change that. Attracting, retaining, and developing talent from all backgrounds — regardless of gender — makes us a stronger, more innovative, and a more resilient business.

Gender pay equity is not simply a compliance matter for GLF. It is a reflection of our values. We understand that closing the gender pay gap requires sustained, deliberate effort, and we are committed to being transparent about where we are on that journey. This first report reflects our honest assessment of the current position within our organisation, alongside the steps we are actively taking to drive meaningful and lasting change.

At GLF, people will always come first — and building a truly inclusive workplace is one of the most important projects we will ever undertake.

The Challenge

Understanding why a gender pay gap exists is an important first step in addressing it. For GLF, the following factors are most relevant to our business and our sector.

The gender pay gap is the difference in the average hourly wage of men and women across a workforce. (gov.ie)

It is important to note that this is distinct from equal pay – the legal requirement to pay men and women the same for the same or equivalent work. A gender pay gap can exist within an organisation that pays individuals equally and typically reflects broader structural factors within an industry or workforce.

For a façade specialist company like GLF, working in the construction sector a gender pay gap is influenced significantly by the **composition of our workforce** rather than any inequality in how individuals are paid. The industry has historically attracted far more men than women, meaning men dominate at almost every level – from trades and site roles right through to senior management.

Underrepresentation of women in senior roles - Even where women are present in a construction organisation, they are often concentrated in support functions such as Administration, HR, Finance, and Marketing. Fewer women in leadership means the average female salary across the organisation is pulled downward. Addressing the pathway into and through senior roles is therefore central to closing the gap over time.

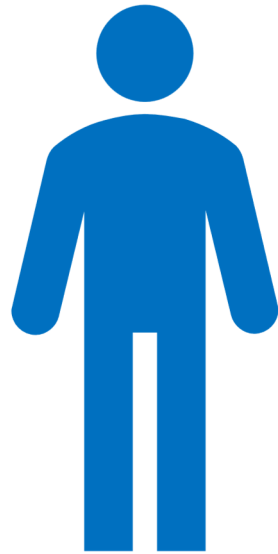
The talent pipeline - The gender imbalance in construction starts long before recruitment. Fewer girls study STEM subjects or construction-related disciplines at school and third level, which means the pool of qualified female candidates entering the industry is significantly smaller than for men. This is a societal issue, but it has a direct impact on construction employers such as GLF and one we are committed to playing our part in addressing.

Attraction & Retention Challenges - Retaining women in construction, particularly through key life stages such as starting a family, has historically been challenging. Inflexible working patterns, a site-based culture, and limited part-time or hybrid working options have made it difficult for women to remain and progress. Addressing this is a priority for GLF we are committed to creating the conditions in which women can build long, rewarding careers with us.

Gender Pay Gap Metrics

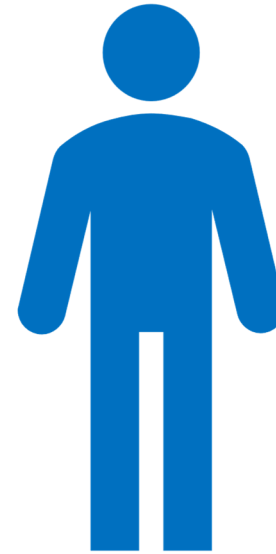
Gender Pay Gap Per Hour

4.56% Male Higher



Mean

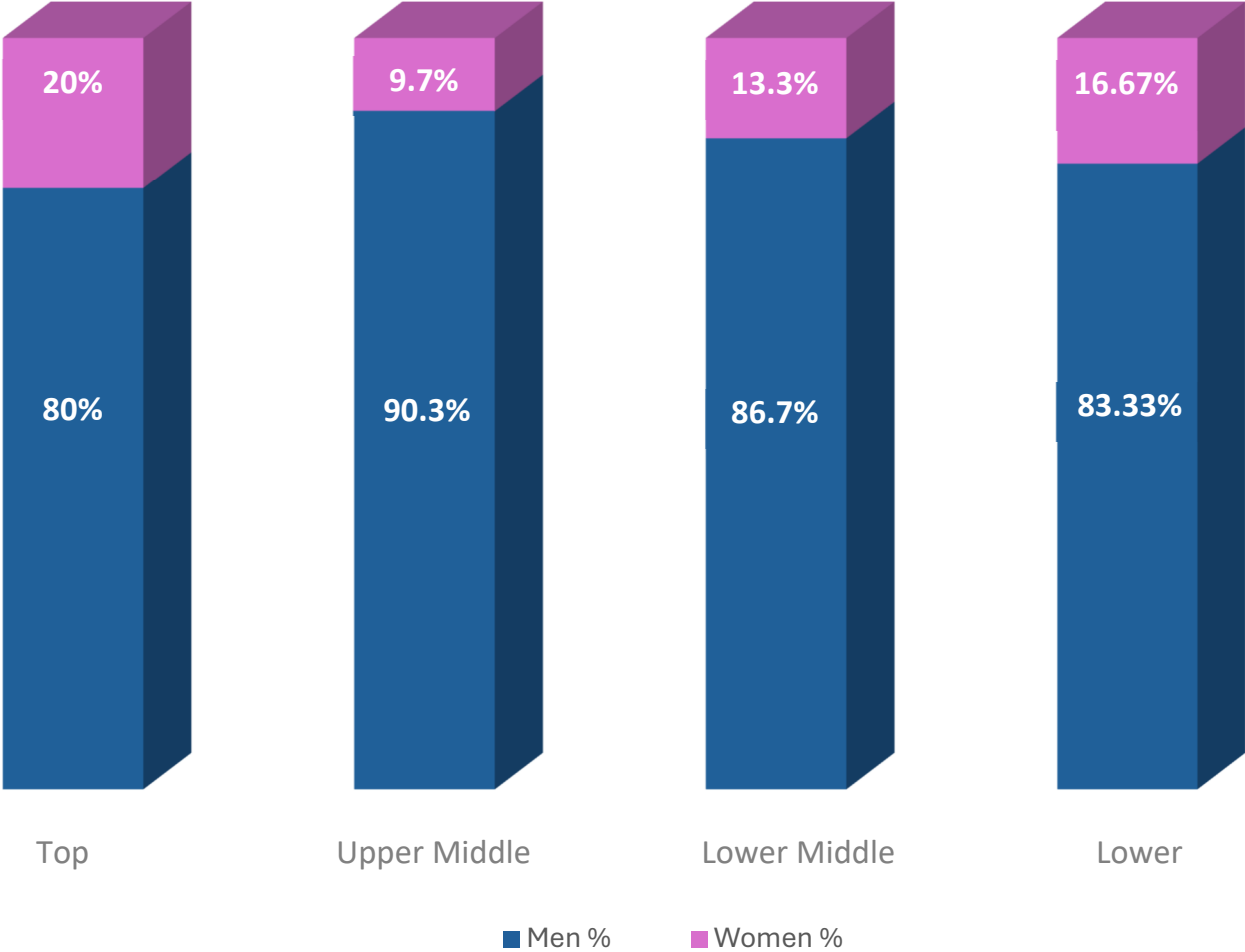
2.37% Male Higher



Median

Gender Pay Gap Metrics

Gender Distribution Per Pay Quartile



Our Commitments - Present and Future

We understand that many of the challenges outlined in this report will not be resolved overnight. A more effective approach is to prioritise a focused number of meaningful actions, commit to them publicly, and build on them year on year. The following represent GLF's current and medium-term commitments:

Supporting Returners — GLF partners with **Back to Work Connect** (backtoworkconnect.ie), an initiative supporting professionals re-entering the workforce after a career break. This opens an important talent pool of experienced midlife professionals — the majority of whom are women — who bring significant skills and life experience to our business.

Engaging with Industry Bodies — GLF is committed to engaging with organisations such as **Women in Construction Ireland** (wici.ie) and **Build Digital** (builddigitalproject.ie), who are actively working to address the talent shortage and gender imbalance at a sector level. Our voice and participation in these conversations adds to the broader collective effort.

Shaping the Next Generation — GLF aims to participate in the **CIF STEM Passport for Inclusion** initiative in partnership with Maynooth University, which invites individuals from across construction and engineering to volunteer as mentors and help inspire the future generation of talent into the industry.

Building the Pipeline — GLF partners with the **University of Limerick**, offering structured work placements to undergraduates and introducing the next generation of built environment professionals to our business and the wider industry.

Looking Inward — Alongside our external partnerships, GLF is committed to reviewing our own internal practices. This includes examining how we attract candidates, ensuring our **recruitment language** and processes are inclusive and free from bias, and developing structured support for employees returning from parental or extended career leave. We recognise that lasting change requires us to look as carefully at our **own culture and processes** as we do at the broader industry landscape.

Conclusion

At GLF, we recognise that publishing a Gender Pay Gap Report is not an end in itself — it is part of an ongoing commitment to transparency, fairness, and continuous improvement. We are proud of the progress we have made, and equally honest about the work that remains ahead of us. Like much of the construction industry, our gender pay gap is driven primarily by the composition of our workforce — a sector-wide challenge that has developed over many decades and will not be resolved overnight.

The commitments outlined above reflect our belief that meaningful change begins with deliberate, focused action. We are working to broaden our talent pipeline, create clearer pathways for women to join and progress at GLF, and build a workplace culture where every individual feels valued, supported, and inspired to do their best work.

Our people have always been at the heart of everything we do — the facades we design and build stand as a testament to their skill and dedication — and it is our responsibility as an employer to ensure that the opportunity to contribute to that legacy is open to everyone.

We look forward to reporting on our progress in the years ahead and to continuing this important conversation with our employees, our clients, and the wider industry.