



Gender Pay Gap Report

2024-2025

Gender Equality in Workspace

Our commitment to Pay Equity

At Conack, we believe everyone deserves a fair chance to succeed - no matter their gender. We're committed to creating a workplace where people feel included, respected, and supported, and where opportunities are open to all.

Fair pay and equal access to career growth aren't just policies to us, they're core to who we are. We know that building a diverse and inclusive team makes us stronger, more innovative, and better at what we do.

Our Gender Pay Gap Results

All Employees

Mean gender pay gap is
93.1% in favour of men

Mean Gender Pay Gap

Median gender pay gap is
33.0% in favour of men

Median Gender Pay Gap

Bonus Gender Pay Gap

Mean bonus pay gap is 1.0%
in favour of men

Mean Bonus Pay Gap

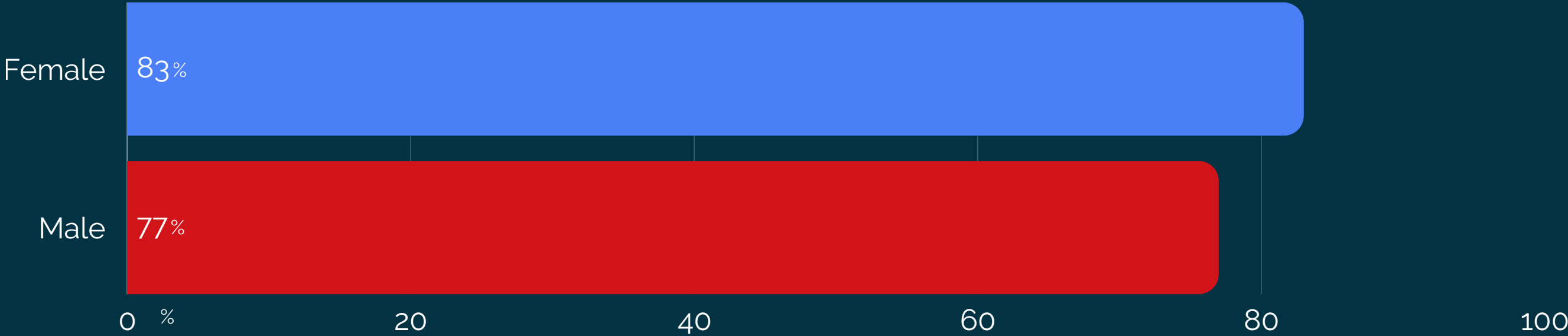
Median bonus pay gap is
33.3% in favour of men

Median Bonus Pay Gap

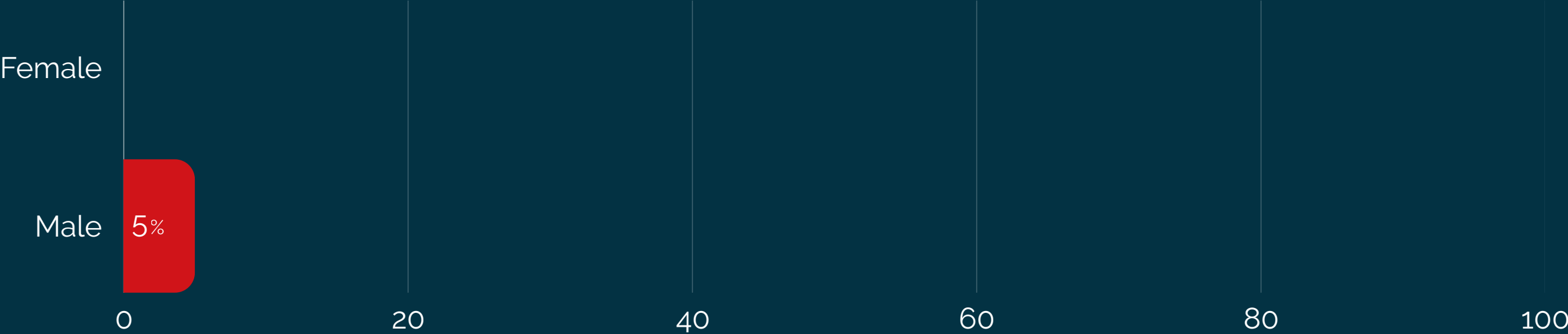
Our Gender Pay Gap Results



Proportion Receiving Bonuses



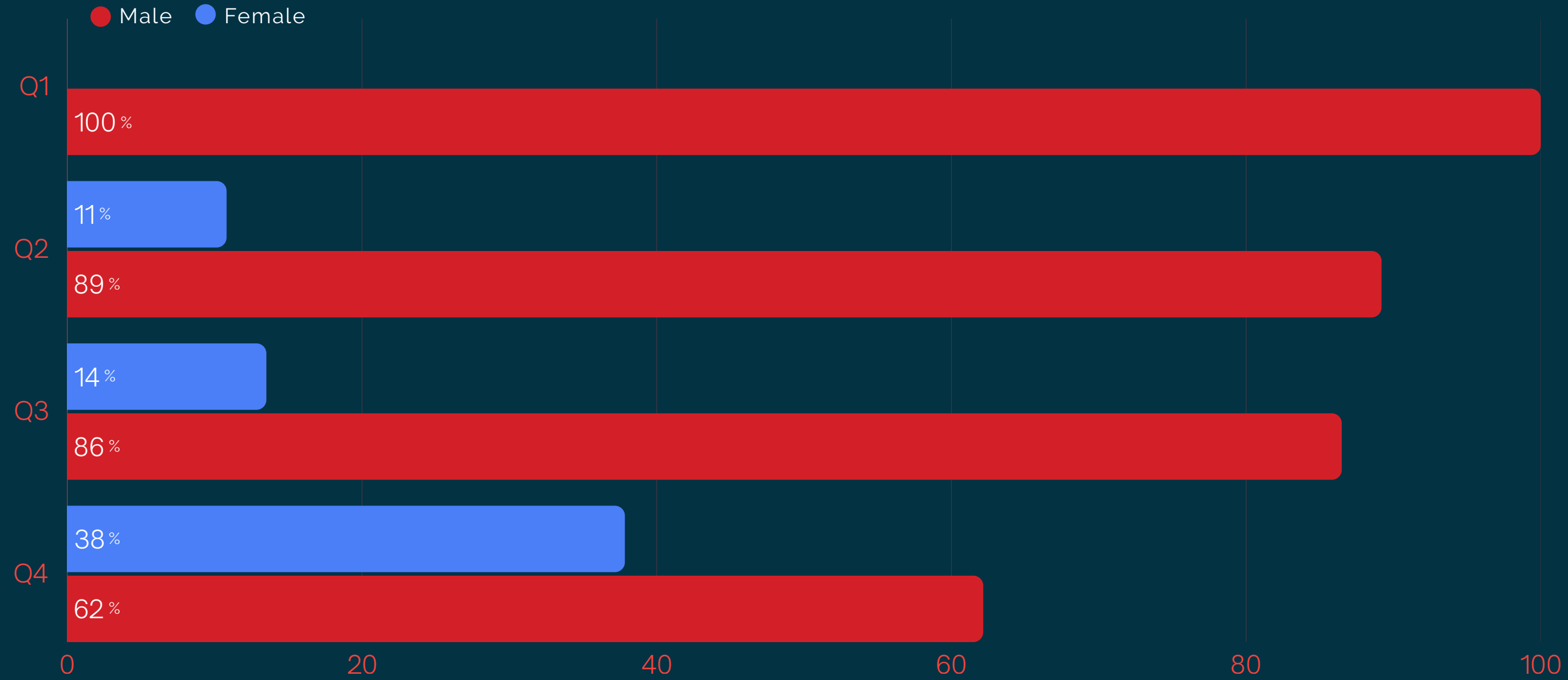
Proportion Receiving Benefits in Kind



Our Gender Pay Gap Results



Pay Distribution at Conack Construction



OUR ACTIONS TO ADDRESS THE GENDER PAY GAP



Regular Pay Audits

Ongoing reviews of salaries to identify and address any gender-based disparities.

Unconscious Bias Training

Training for managers and hiring teams to reduce bias in recruitment and promotion.

Return-to-work support

Support employees returning from leave, including flexibility terms.

Diverse Hiring Practices

Use of mixed-gender panels and balanced shortlists to support inclusive recruitment.

Career Development Opportunities

Mentorship, training, and leadership pathways for women and underrepresented groups.

LOOKING AHEAD: OUR 2027 GOAL



Our goal is to achieve a neutral gender pay gap by 2027. We recognise that meaningful change takes commitment, transparency, and ongoing effort - and we're fully invested in that journey.

Between now and 2027, we will continue to monitor our pay data regularly, publish our findings, and take targeted action where needed. This includes reviewing our policies and practices, ensuring fairness in recruitment and progression, and removing any barriers that may contribute to unequal outcomes.

We believe that everyone should be rewarded fairly for the work they do, and we are determined to create a workplace where pay equity is not just an aim, but a standard. Achieving this goal is part of our broader commitment to building a diverse, inclusive, and future-ready organisation.