



Glenveagh

Home of the new.

*Love where
you work*

Inclusion at its Best: Building a Better Workplace

**PAULA VOISEUX: SENIOR BUSINESS PARTNER -
HR, TALENT ACQUISITION & ED&I**

About us

- As one of Ireland's leading homebuilders we delivered **2,400** new homes across Ireland in 2024.
- Our vision is that everyone should have the opportunity to access **great-value, high-quality homes in flourishing communities** across Ireland.
- We employ **>500** people across our:
 - Head Office
 - >15 Construction sites
 - 2 NUA manufacturing facilities



About us

34%

Females in workforce: x 3 industry norm

29

Nationalities

23%

Non-Irish workforce

40%

Workforce < 34 years of age



Why focus on ED&I?

750,000

Irish Construction Sector workforce

42.3

Average age of construction worker

20%

Of workers >55

79,000

Additional skilled workers needed to
meet 2030 targets



Our ED&I Strategy

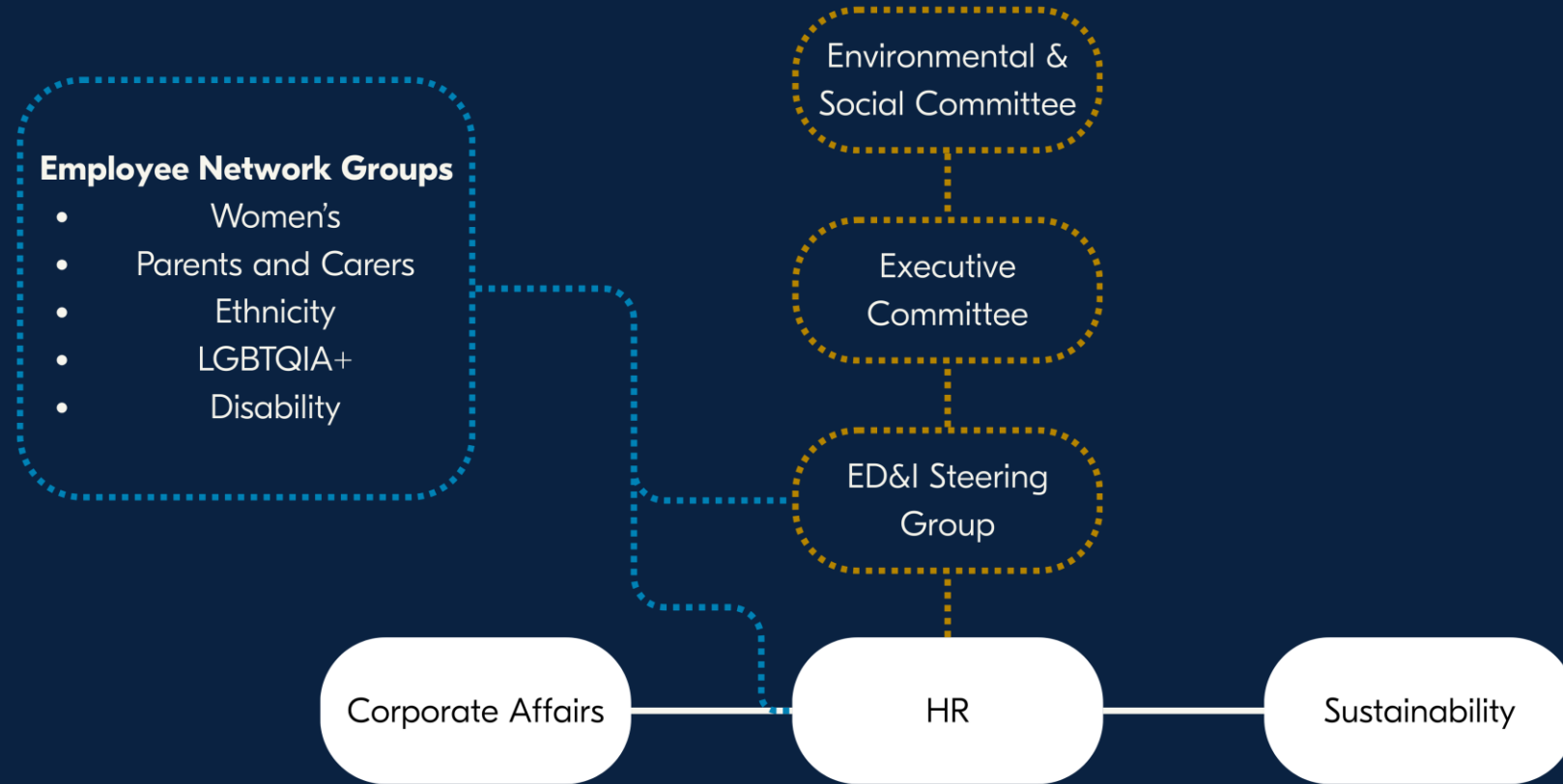
We are committed to **attracting, supporting** and **enabling** a diverse workforce and to developing and cultivating a **culture** of equity and inclusion.



Our ED&I Strategy



Our ED&I Governance Structure



Our Goals and Targets

Better Representation

- By 2026, **40%** of the **Glenveagh Board** will be women (currently 28%)
- By 2025, **28%** of **Glenveagh Senior Management** will be women (currently 15%)
- Maintain number of **female graduates** at **30%** of intake

An Inclusive Environment

- Achieve improved rating on the **Diversity & Inclusion** scores in GPTW survey by 2025 (currently **84%**)
- Achieve improved rating on the **Culture** scores in GPTW survey by 2025 (currently **75%**)
- Deliver **ED&I training to all** by 2025
- Achieve **Gold Investors in Diversity Mark** by 2024

Using Our Influence

- We will engage with our **suppliers** to develop a baseline of those with an ED&I policy and ED&I training and we will set targets following that
- We will explore how **community funding** can be targeted at initiatives that have an ED&I commitment

ED&I In Action

- Developed specific initiatives to **attract females** to the industry, as well as to retain and develop them
- Rolled out a suite of **events, education** and **celebration** through the ENGs, leading to better understanding of diverse perspectives, increased cultural awareness, and stronger sense of inclusion across the business
- Became a founding member of the **Supply Chain Sustainability School**



ED&I In Action



Results

43%

Women on the Glenveagh Board

37%

Female graduate intake

88%

Rating in EDI related questions in
GPTW survey

1st

Construction company to achieve Gold
Investors in Diversity





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Thank you