Gender Pay Report

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

These results must be published on the employer's own website and the government site. This means that the gender pay gap will be publicly available, including to customers, employees and potential future recruits.

An employer must publish six calculations showing their:

1. average gender pay gap as a mean average
2. average gender pay gap as a median average
3. average bonus gender pay gap as a mean average
4. average bonus gender pay gap as a median average
5. proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
6. proportion of males and females when divided into four quartiles from lowest to highest pay.

The information contained in this report includes gender pay information relating to the Kingspan Insulated Panels sites in UK – which are Holywell, Sherburn (Malton), Walsall and Fort Dunlop including the separate business units contained at those sites.

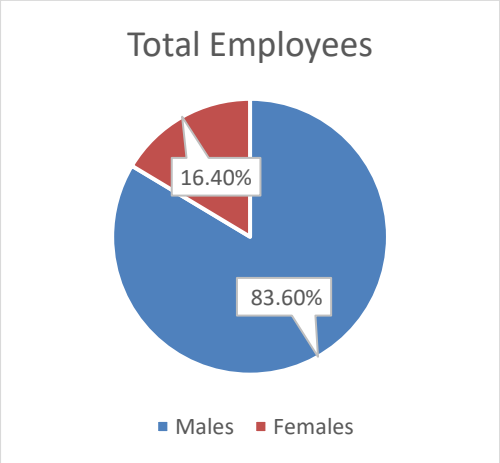
No personal details are displayed in the report.

The Data was collected from the pay period which includes 5th April 2025

Total Employees

Males	745
Females	147
Total	**892**

The proportion of females to male is 16.4% female to 83.6 % male. This is a slight increase from the last report at which the split was 16% to 84% respectively. The figures show that whilst the number of female employees has slightly increased,– the difference remains largely due to the fact that the production teams are predominantly male across each of the businesses.



To produce the pay gap details all employee's salaries were converted into hourly rates, these include all shift and salary allowances, which have been used in the calculations.

1. Average gender pay gap as a mean average

The first step to calculate the mean average is to add all the hourly rates for each sex together, then divide the amount by the number of employees. This was done for both male and female employees to give the rates below:

Then the mean average gap can be calculated as follows:

Male hourly rate minus Female hourly rate = -0.91

Divide 0.91 (X) by the Male hourly rate then multiply by 100

This gives you the below Mean Average Pay Gap percentage of 4.52%

Male	£	20.10
Female	£	19.19
		4.52%

This figure has moved towards higher average rates of pay for male employees in the business creating a difference of 1.71%on last years figure. The reason for this is due to a higher percentile of males in the Upper Quartile within the Company.

2. Average gender pay gap as a median average

To calculate the median average rate each actual hourly rate is sorted into male and female then sorted from largest to smallest for both, then the mid-point hourly rate is used.

The median average gap can be calculated with the same calculation as point one - by taking the male rate minus the female rate (-0.23) then dividing X by the male rate and multiplying by 100.

This shows that the Median Average pay gap is in favour of the female employee at -1.43%, although this is a decrease from last year where the gap was -2.79 % in favour of female employees

Male	£	16.04
Female	£	16.27
		-1.43%

The decrease since the previous report could be due to more females being employed within the lower quartile. These figures are accounted for largely due to the fact that the production teams which are predominantly male across each of the businesses fall within the lower quartile of pay.

3. Average bonus gender pay gap as a mean average

As above, the first step to calculate the average bonus mean average is to add all the total bonus paid for each sex together, then divide the amount by the number of employees. This was done for both male and female employees.

Then the mean average gap can be calculated by taking the male rate minus the female rate and dividing 5831 by the male rate and multiplying by 100.

This gives you the below Mean Average Bonus Gap percentage of 42.29%

Male	£	13,786.00
Female	£	7,955.00
		42.29%

The bonus mean gap has increased significantly since last calculated when the differential was 31.71%. The bonus this period was only paid to a small proportion of employees mostly situated within the upper quartile and was calculated as a percentage of salary.

4. Average bonus gender pay gap as a median average

As before, to calculate the median average rate each actual bonus is sorted into male and female then sorted from largest to smallest, then the mid-point bonus rate is used.

Then the median average gap can be calculated by taking the male rate minus the female rate then dividing -196.10 by the male rate and multiplying by 100.

This gives you the below Median Average Bonus Gap of 0.035%

Male	£	5358.75
Female	£	5554.85
		0.035%

This has slightly increased 0.035% from last year, this is due to the bonus only being paid to a small proportion of employees during this period.

5. Proportion of males / females receiving a bonus payment

This calculation shows the number of employees eligible for the bonuses, employees not included in the bonus scheme are employees who are still in their probationary periods or who are under notice. Anyone who starts mid-year qualifies for pro-rata bonus payments.

Males	745
Females	147
Total	**892**

Bonus Received

Males	27
Female	5
Total	**32**

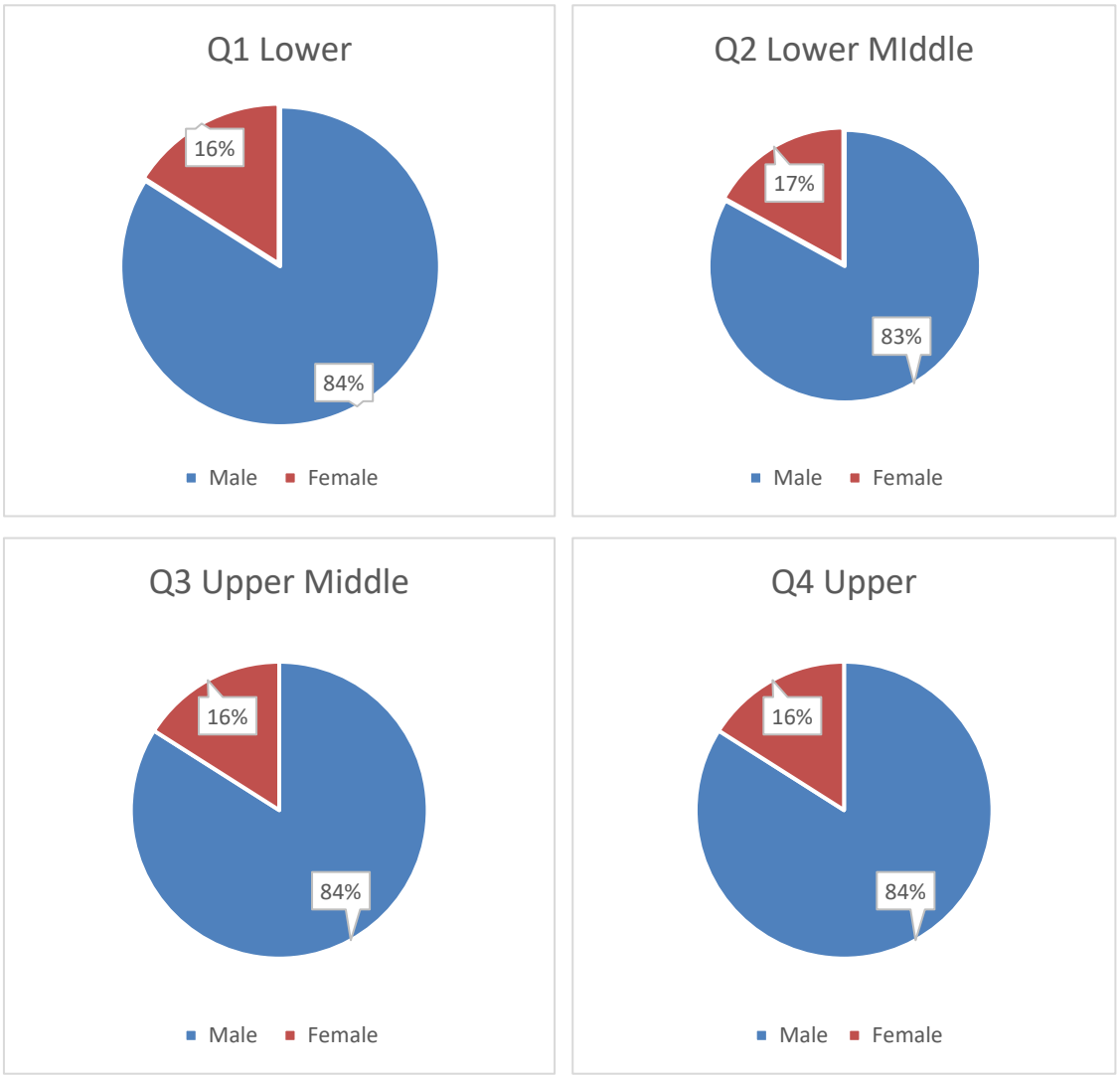
Percentage of Bonus Received

Males	3.62%
Females	3.40%

Only a small section of the business 3.58% were paid bonus during this period and most of the recipients were within the upper quartile. Of the bonus payments made, the percentage of bonus received between male and female employees has improved 5.58% since last year.

6. Proportion of males and females when divided into four groups ordered from lowest to highest pay.

This section is split into four sections to show the male and female split per quartile. Where employees receiving the same pay rate fall over more than one quartile the employees have been adjusted to split male and female equally across each band.



Q1:Lower		Q2:Lower Middle		Q3:Upper Middle		Q4:Upper	
Male	197	Male	175	Male	189	Male	184
Female	38	Female	37	Female	37	Female	35
Total	235	Total	212	Total	226	Total	219
Male	84%	Male	83%	Male	84%	Male	84%
Female	16%	Female	17%	Female	16%	Female	16%

The number of females in the Upper Quartile has slightly decreased from 17% to 16%

The number of females in the Upper Middle quartiles has slightly decreased from 17% to 16%

The number of females in the Lower Middle quartiles have decreased from 20% to 17%

The number of females in the Lower Quartile has a significant increase of 5.5% from 10.5% in the previous report to 16% in this report.

The recruitment proportions in the business are skewed towards males who account for 83.6 % of the headcount. This is reflected in the figures and the number of women and men in each pay band. However the increase in the lower quartile is reflective of the fair and inclusive recruitment campaigns in place that has seen a slight increase in females employed within blue collar roles.