

Insulated Panels
Ireland

Gender Pay Report 2022



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Kingspan Limited, a subsidiary of Kingspan Group plc, is engaged in the manufacture of insulated panels for the construction sector. Based in Carrickmacross Road in Kingscourt, its products and solutions support a net-zero emissions future whilst striving to be a rewarding and equitable place to work.

We believe that everyone at Kingspan Limited is rewarded fairly for their work and is supported to reach their full potential. We are confident that men and women are paid equally for doing equivalent jobs across our business.

The Gender Pay Gap measures the difference between men and women's average earnings and is shown as a percentage of men's pay. Our analysis indicates that our Gender Pay Gap is largely driven by our having more male employees, of longer tenure, and therefore occupying more senior roles, within manufacturing and construction sectors that remain male dominated. Additionally, highly specialist skillsets, drawn from male dominated trades, can command very different salaries, further compounding representation and pay gaps.

We recognise that these legacy sector norms will take time to address, and we are committed to supporting that transition. We will do this internally, through our targeted graduate programmes and leadership development programmes, and externally, through our support of diversity in research, academia and sport and in celebrating exceptional female role models.

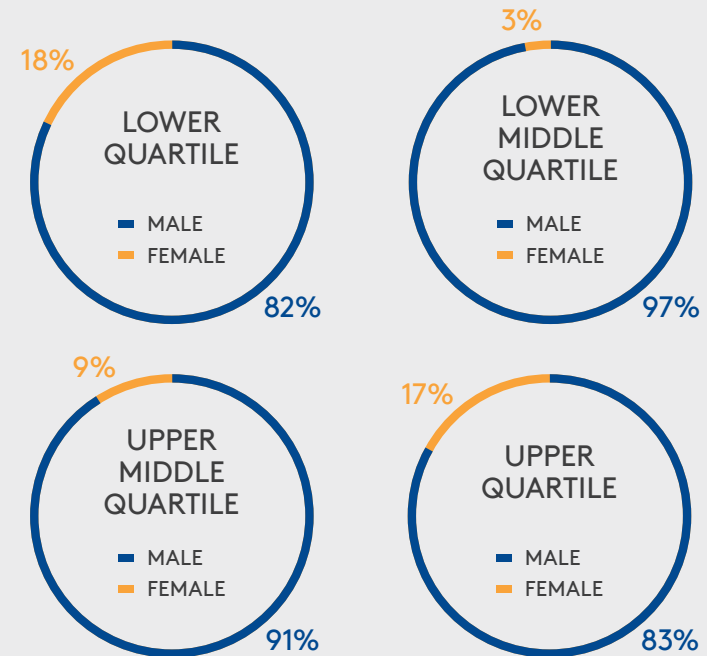
The personal choices our colleagues make around their working patterns and hours of work are also reflected in our Gender Pay Report. We do not have any part-time men working for us therefore we are unable to compare men and women in this category.

This Gender Pay Report is based on data for the 12 month period up to 20th June 2022. During this period Kingspan Limited employed 289 people with 242 being male and 47 female.

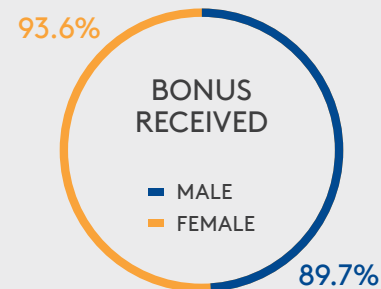
Pay and bonus gap

	Mean	Median
Pay	12.8%	-0.90%
Part time	N/A	N/A
Bonus	59.9%	38%
Benefit in Kind	12.6%	6%

Hourly pay quartiles:



Proportion of colleagues awarded a bonus:



We confirm that the information provided is accurate and meets the requirements of the regulations.

Tony Kieran
Kingspan Limited

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