

# Gender Pay Gap Report 2019



Kingspan Insulation Limited is a subsidiary of Kingspan Group plc and operates within the construction and manufacturing sector. This gender pay gap report is based on data as at 5<sup>th</sup> April 2019. At this date Kingspan Insulation limited employed 813 people with 625 being male and 188 female.

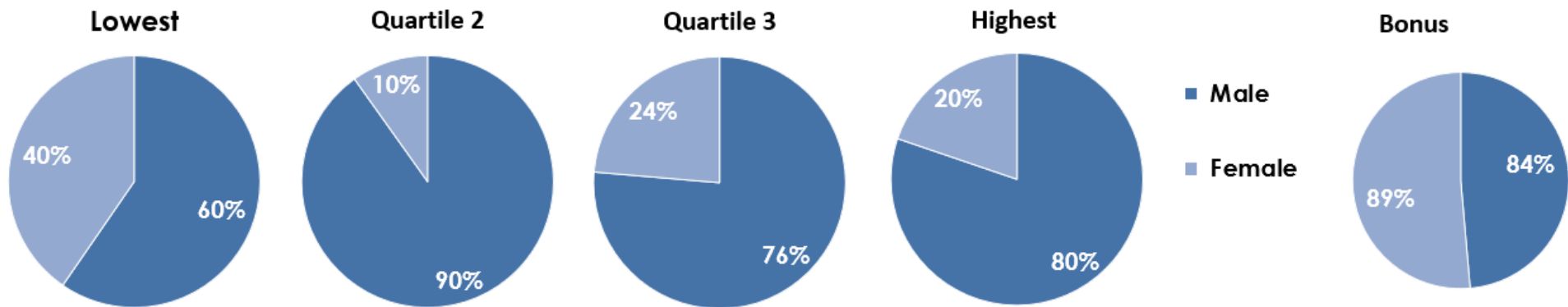
The gender pay gap measures the difference between men and women's average earnings and is shown as a percentage of men's pay.

## Pay and Bonus Gap

	Mean	Median
Pay	15%	3.62%
Bonus	44%	-58%

Proportion of males and females in each quartile pay band:

Proportion of colleagues awarded a bonus:



Kingspan believes everyone should be rewarded fairly for their work and can reach their full potential. We are confident that men and women are paid equally for doing equivalent jobs across our business. Our analysis of our gender pay gap shows that whilst the overall gap is decreasing we still believe the gap it is largely driven by more men in senior roles, which are higher paid, within the business and the personal choices our colleagues make around their working patterns have also factored.

We confirm that the information provided is accurate and in line with mandatory requirements.

Peter Wilson,

Divisional Managing Director, Kingspan Insulation Limited