

## Gender Pay Report 2020

Kingspan Water & Energy Limited is a subsidiary of Kingspan Group plc. The Company provides trusted market-leading solutions for rainwater harvesting and wastewater management, renewable energy technologies and hot water systems, environmental fuel storage and smart monitoring of all types of building projects.

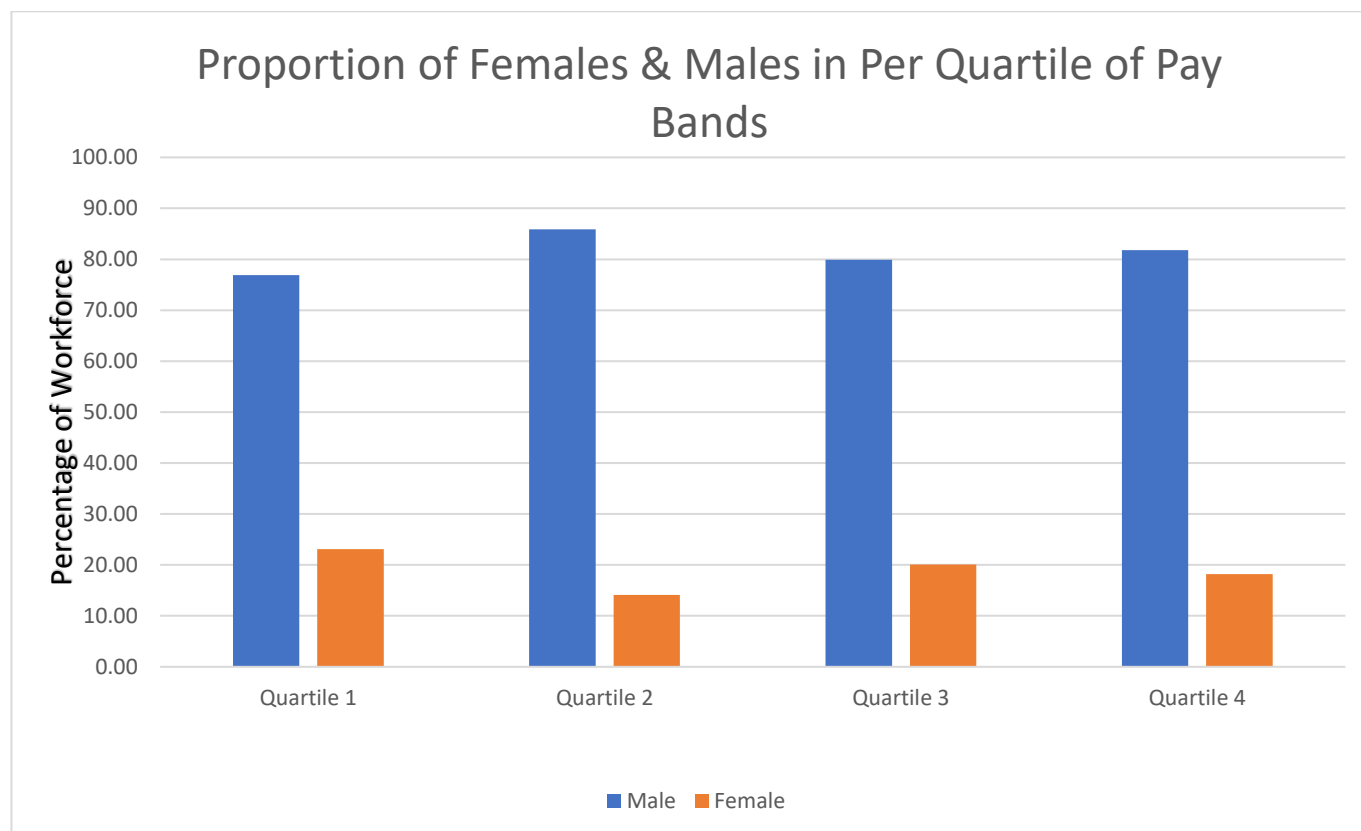
This Gender Pay Gap Report is based on data as 5<sup>th</sup> April 2020.

The gender pay gap measures the difference between men and women's average earnings and is shown as a percentage of men's pay. The Office of National Statistics has stated that the overall UK gender pay gap is 15.5%.

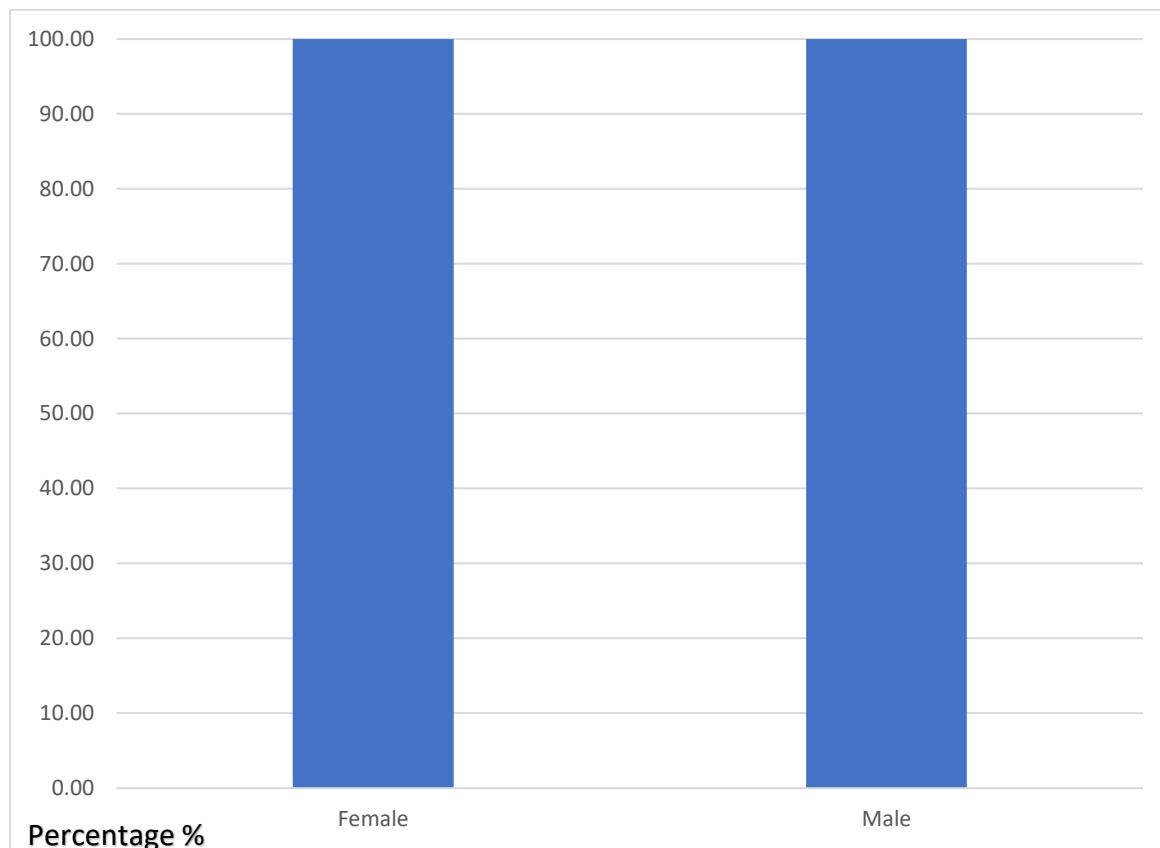
### Pay and Bonus Gap

Pay and Bonus Gap		
	Mean	Median
Pay	2.46%	-6.33%
Bonus	-14.71%	-91.65%

### Proportion of Males and Females in Each Quartile Pay Band



## Proportion of Employees Awarded a Bonus



Kingspan believes that all employees should be rewarded fairly for their work and that they are provided with opportunities so that they can reach their full potential. We are confident that men and women are paid equally for doing equivalent jobs across our business.

We continue to make significant progress with our Pay Gap Mean narrowing from the previously reported level of 4.03% to **2.46%**. Females continue to receive a more-than-average bonus payment compared to their male counterparts. All Kingspan employees are eligible to participate in the performance bonus scheme.

The Company continues to encourage all staff to pursue their careers within our business and for females to consider roles that were traditionally viewed as being male dominated.

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

Pat Freeman

**Managing Director**

**Kingspan Water & Energy Limited**