

## Gender Pay Report – March 2022

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 5<sup>th</sup> April 2021

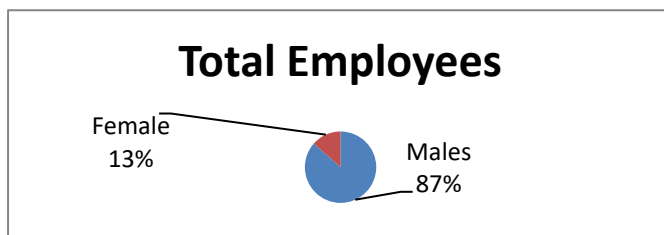
### Total Employees

Males 794

Females 119

**Total 913**

The proportion of females to male is 13% female to 87% male. This is a slight reduction from the last report at which the split was 14% to 86% respectively. The figures show that whilst the number of female employees has not dropped, there has been an increase in male employees – 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 = X

Divide X by the Male hourly rate then multiply by 100

This gives you the below Mean Average Pay Gap percentage of -3.0%

Male	£	15.46
Female	£	15.97
		<b>-3.0%</b>

This figure has progressively moved towards higher pay rates for female employees in the business since we began recording the gender pay gap in 2017.

## **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 (X) 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 -0.3%

Male	£	13.23
Female	£	13.59
		<b>-0.3%</b>

There is a further move towards a higher rate of pay for females. These figures are accounted for due to the types of roles a high number of male employees undertake when compared to female employees.

## **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 (X) and dividing X by the male rate and multiplying by 100.

This gives you the below Mean Average Bonus Gap percentage of 19.68%

Male	£	2,339
Female	£	2,224
		<b>4.92%</b>

The bonus mean gap has closed significantly since last calculated showing that the level of bonus paid to female employees has increased.

#### **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 (X) then dividing X by the male rate and multiplying by 100.

This gives you the below Median Average Bonus Gap of 16%

Male	£	2,543.00
Female	£	2,131.00
		16%

Last year the median average bonus gap was 0%. Whilst the gender pay gap has improved, the median bonus has shifted – this needs further exploration as to the reasons for this, which are considered to be due to the disproportionate ratio of males to females.

#### **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.

##### **Total Employees**

Males	794
Females	119
Total	913

##### **Bonus Received**

Males	672
Female	117
Total	789

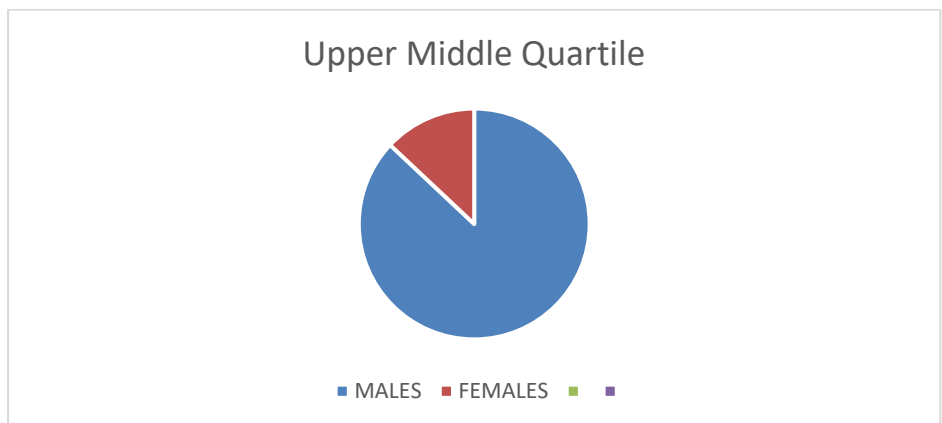
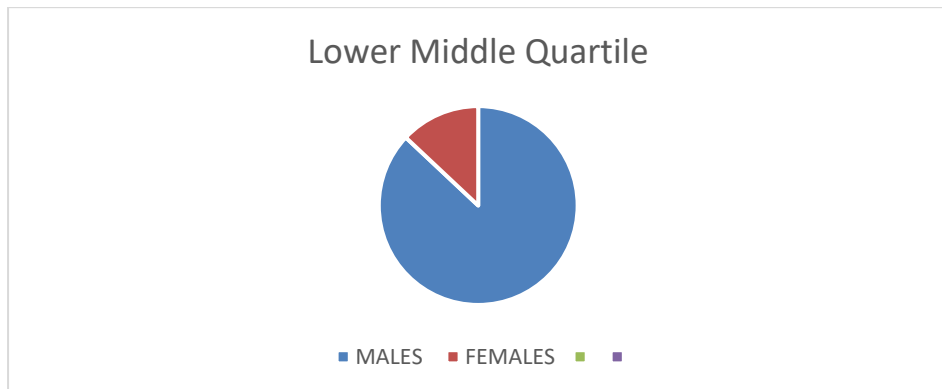
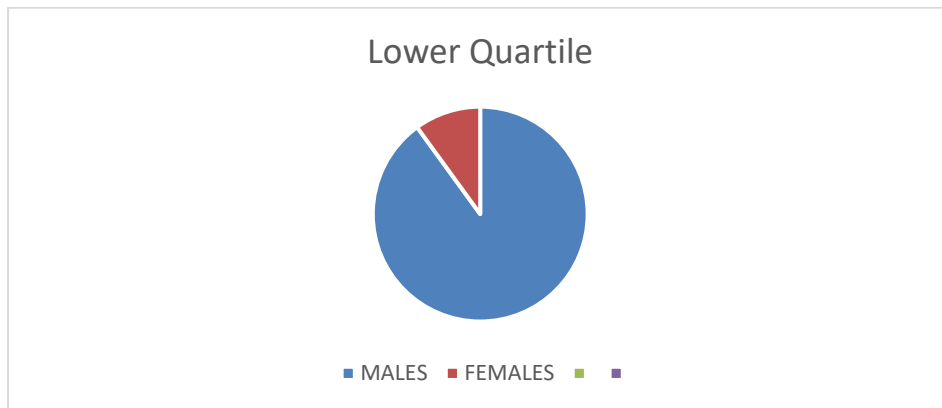
##### **Percentage of Bonus Received**

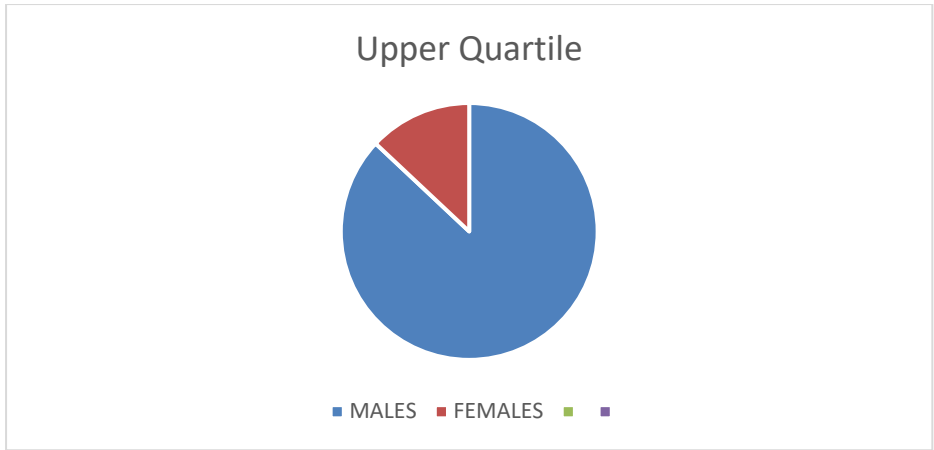
Males	84.63%
Females	98.31%

The male % has increased by 5% while the female statis has risen by 7% and is at an all-time high.

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	
Male	199	Male	198
Female	30	Female	29
Total	229	Total	227
Q1		Q2	
Male	87%	Male	87%
Female	13%	Female	13%
Q3:Upper Middle		Q4:Upper	
Male	199	Male	198
Female	30	Female	30
Total	229	Total	228
Q3		Q4	
Male	87%	Male	87%
Female	13%	Female	13%

The number of females in the Upper Quartile has decreased from 20% to 13%.

The number of females in the Lower Quartile has increased from 10% to 13%.

The recruitment proportions in the business are skewed towards males who account for 87% of the headcount. This is reflected in the figures and the number of women and men in each pay band. However women account for more white collar roles in the business which is reflected in the overall gender pay gap, a large number of males are accounted for in the blue collar operational roles.