

Gender Pay Report - 2019

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 employers own website and a government site. This means that the gender pay gap will be publicly available, including to customers, employees and potential future recruits. As a result, employers should consider taking new or faster actions to reduce or eliminate their gender pay gaps.

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 groups ordered from lowest to highest pay.

Kingspan has undertaken the task to produce the report, this report includes information from Kingspan Insulated Panels – Holywell, Sherburn, Walsall and Digbeth sites and all 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 2019

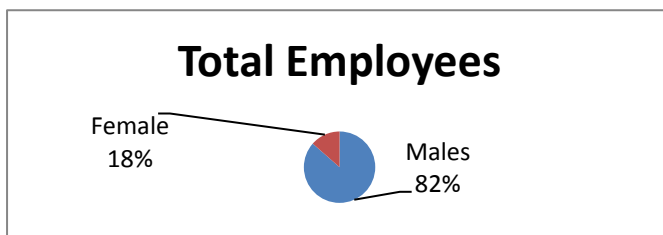
Total Employees

Males 747

Females 137

Total 884

The proportion of females to male is 18%. This is 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 has been used in all of 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 by taking the male rate minus the female rate then dividing by the male rate.

This gives you the below Mean Average Pay Gap percentage of 16.4%

| | | |
|------|---|-------|
| Male | £ | 16.04 |
|------|---|-------|

| | | |
|--------|---|-------|
| Female | £ | 14.57 |
|--------|---|-------|

11.2%

This figure has reduced year on year since statistics were calculated, and compares favourably with the pay gap across the country of 18.1%.

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.

Then the median average gap can be calculated by taking the male rate minus the female rate then dividing by the male rate.

This gives you the below Median Average Gap of 12%

| | | |
|------|---|-------|
| Male | £ | 13.93 |
|------|---|-------|

| | | |
|--------|---|-------|
| Female | £ | 12.26 |
|--------|---|-------|

12%

The figures are accounted for due to the high number of male employees working in the production area as the pay reporting includes the basic pay plus shift pay it increases the hourly rate used, so a shop floor employee would earn more per hour than an office employee.

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 employee's. This was done for both male and female employees to give the rates below.

Then the mean average gap can be calculated by taking the male rate minus the female rate then dividing by the male rate.

This gives you the below Mean Average Bonus Gap percentage of 18%

| | | |
|------|---|---------|
| Male | £ | 1146.84 |
|------|---|---------|

| | | |
|--------|---|---------|
| Female | £ | 1030.02 |
|--------|---|---------|

10.2%

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 by the male rate.

This gives you the below Median Average Bonus Gap of 0%

| | | |
|--------|---|--------|
| Male | £ | 360.00 |
| Female | £ | 360.00 |
| | | 0% |

4. Proportion of males receiving a bonus payment and proportion of 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 | 747 |
| Females | 137 |
| Total | 884 |

Bonus Received

| | |
|--------|-----|
| Males | 698 |
| Female | 113 |
| Total | 811 |

Percentage of Bonus Received

| | |
|---------|-------|
| Males | 93.4% |
| Females | 82.5% |

5. 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 136 | | Male 179 |
| Female 58 | | Female 15 |
| Total 194 | | Total 194 |
| Q1 | | Q2 |
| Male 70 | | Male 92 |
| Female 30 | | Female 8 |
| Q3:Upper Middle | | Q4:Upper |
| Male 176 | | Male 176 |
| Female 18 | | Female 28 |
| Total 194 | | Total 194 |
| Q3 | | Q4 |
| Male 91 | | Male 86 |
| Female 9 | | Female 14 |