

# Gender Pay Gap Report 2018



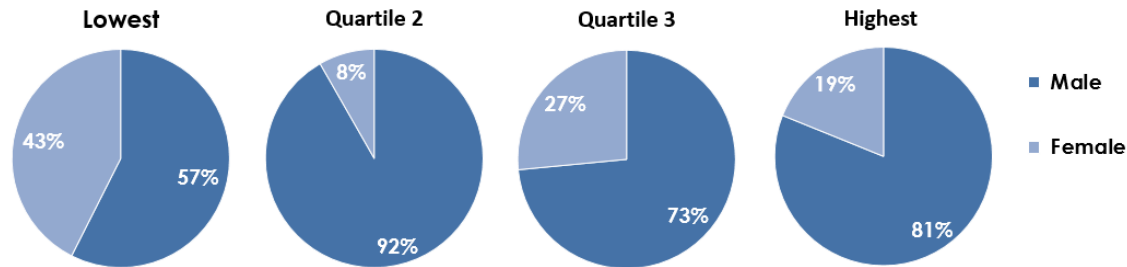
Kingspan Insulation Limited is a subsidiary of Kingspan Group plc and operates within the construction and manufacturing sector. This gender pay gap report is based on data as at 5<sup>th</sup> April 2018. At this date Kingspan Insulation limited employed 723 people with 549 being male and 174 female.

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

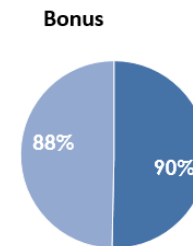
## Pay and Bonus Gap

	Mean	Median
Pay	16%	3%
Bonus	30%	-94%

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 has decreased since 2017 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