Encon Insulation Limited — Gender Pay Gap Report 2018

Encon Insulation Limited service markets within the construction and marine industries with a distribution network of branches throughout the United Kingdom, comprising of Encon Insulation Limited, Nevill Long and Pre-Formed Components Limited.
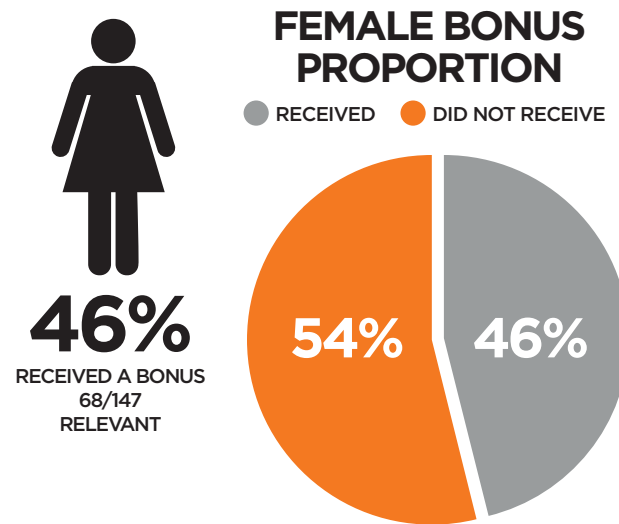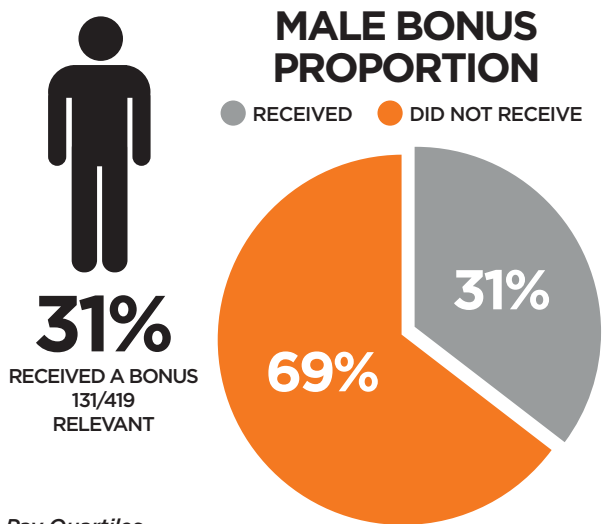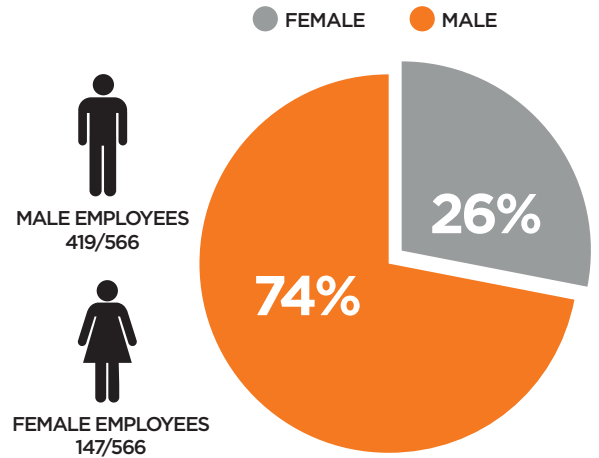
This gender pay gap report is based on data as of 5th April 2018. At this date Encon Insulation Limited employed 566 people of which 419 were male and 147 were female.

The gender pay gap measures the difference between male and female average earnings and is shown as a percentage of male pay. Encon Insulation Limited is reporting a 4.7% Mean Gender Pay figure which is below the UK National Average of 17.9%, as reported by the Office of National Statistics. The Median Gender Pay figure of -7.7%, shows that the mid-point female hourly rate is higher than that of the male midpoint in the organisation. The Mean Gender Bonus figure of 73.8% and Median of 20% are both influenced by the gender split within the upper quartile, with more senior roles being made up of male employees.
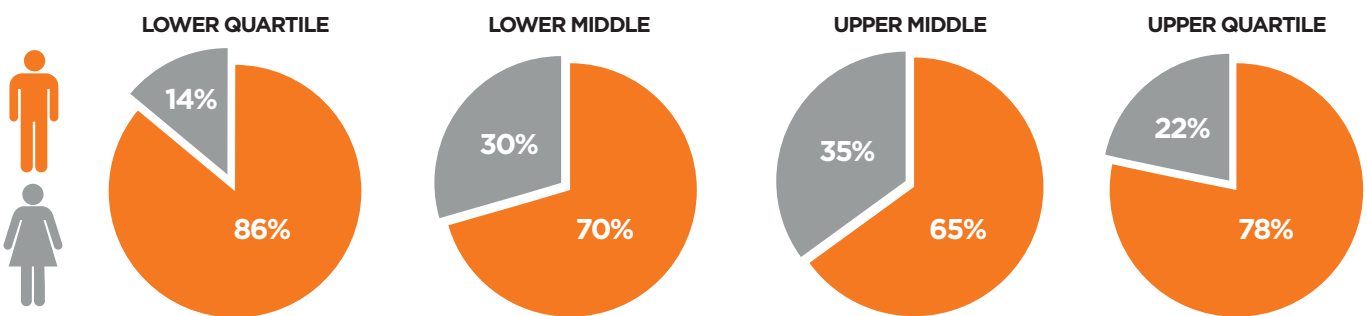
We are encouraged to see that our Gender Pay measurements for both Pay and Bonus payments have improved versus last year, with our mean gender pay reducing by over 40%.

COMPANY-WIDE GENDER SPLIT

● FEMALE   ● MALE

MALE EMPLOYEES
419/566

FEMALE EMPLOYEES
147/566

26%

74%

Proportion of employees awarded bonus

MALE BONUS PROPORTION

● RECEIVED   ● DID NOT RECEIVE

31%
RECEIVED A BONUS
131/419
RELEVANT

31%

69%

FEMALE BONUS PROPORTION

● RECEIVED   ● DID NOT RECEIVE

46%
RECEIVED A BONUS
68/147
RELEVANT

54%

46%

Pay Quartiles

LOWER QUARTILE	LOWER MIDDLE	UPPER MIDDLE	UPPER QUARTILE
14% / 86%	30% / 70%	35% / 65%	22% / 78%

Encon Insulation Limited operates a fair and equitable recruitment and reward strategy that recognises performance for the roles undertaken, with all employees participating in a bonus scheme regardless of job role. Our strategy is to remunerate our people based on skills, experience and performance not gender. The Encon Academy provides equal opportunities for the development of all employees and we are confident that these figures represent our strategic vision of being the 'Employer of Choice'.

We confirm that our gender pay gap calculations are accurate and that the data contained in this report has been produced in accordance with the statutory requirements.

Stuart Moore — Chief Executive

encon INSULATION

AN **ENCON GROUP** COMPANY