

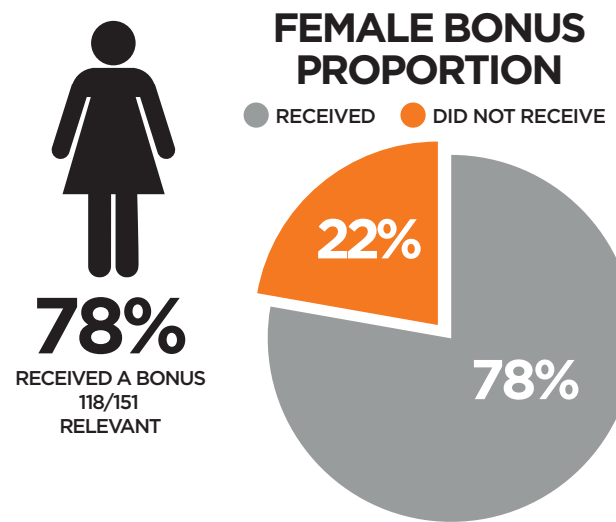
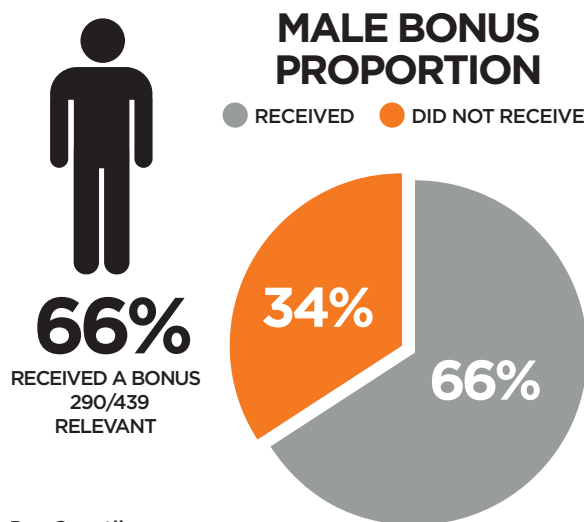
# Encon Insulation Limited — Gender Pay Gap Report 2020

Encon Insulation Limited service several markets across the construction industry with a distribution network of branches throughout the United Kingdom, comprising of Encon Insulation Limited, Nevill Long and Pre-Formed Components Limited.

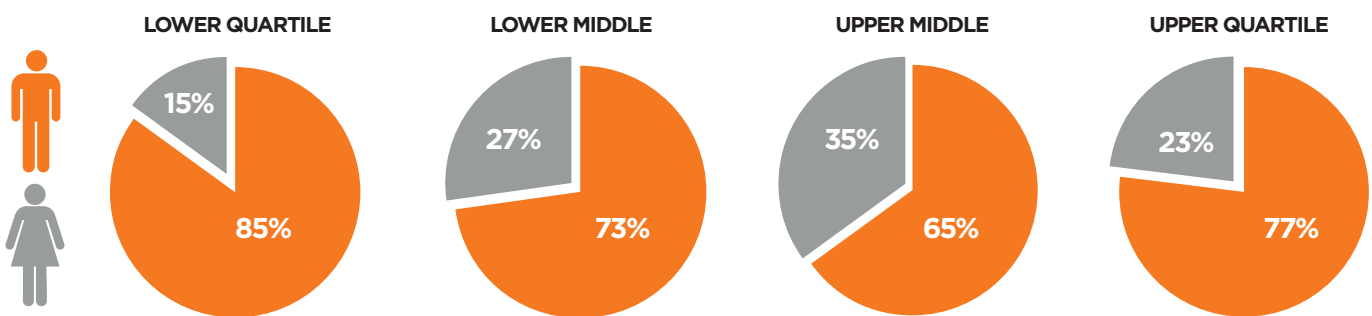
This gender pay gap report is based on data as of 5th April 2020. At this date Encon Insulation Limited employed 590 people of which 439 were male and 151 were female.

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 4.4% Mean Gender Pay figure which is below the UK National Average of 15.5%, as reported by the Office of National Statistics for 2020. The Median Gender Pay figure of -8.7%, 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 47.7% and Median of -22.5% are influenced by the gender split within the upper quartile, with more senior roles being made up of male employees and the female mid-point bonus being higher than the male mid-point in the organisation.

## Proportion of employees awarded bonus



## Pay Quartiles



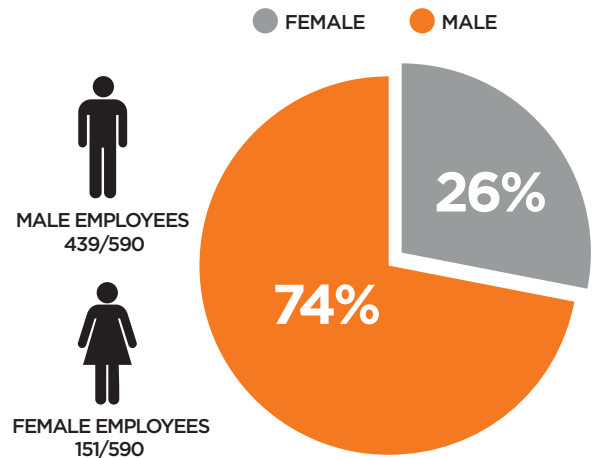
Encon Insulation Limited operates a fair and equitable recruitment and reward strategy that recognises performance for the roles undertaken, with all employees participating in a bonus scheme regardless of job role. Our strategy is to remunerate our people based on skills, experience and performance not gender. Our training and development offering 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  
Encon Group – Chief Executive

## COMPANY-WIDE GENDER SPLIT



 **encon**  
INSULATION

AN ENCON GROUP COMPANY