

Encon Insulation Limited — Gender Pay Gap Report 2021

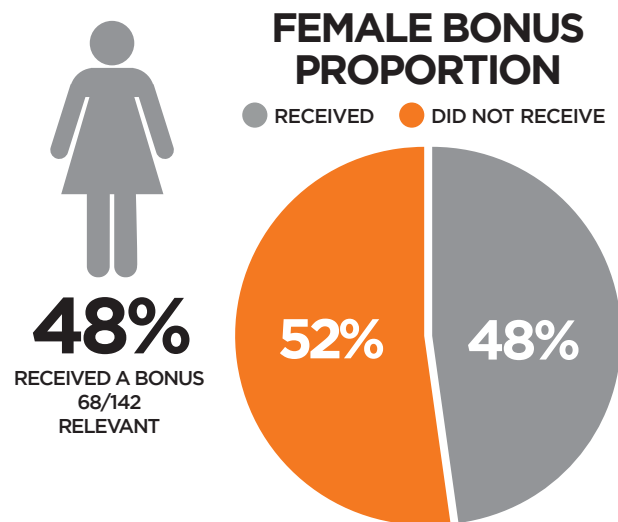
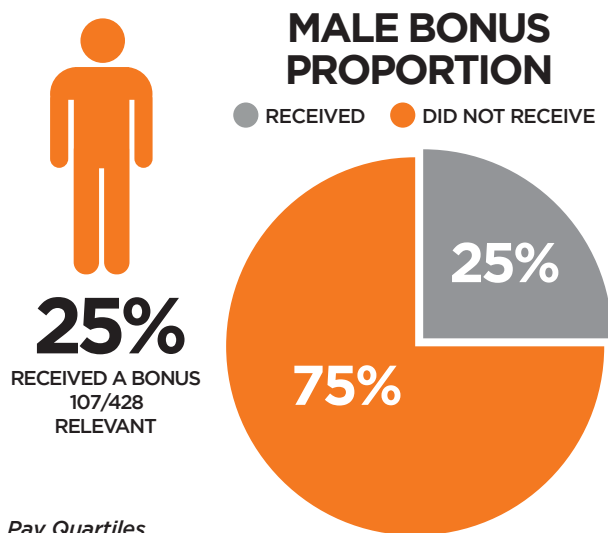
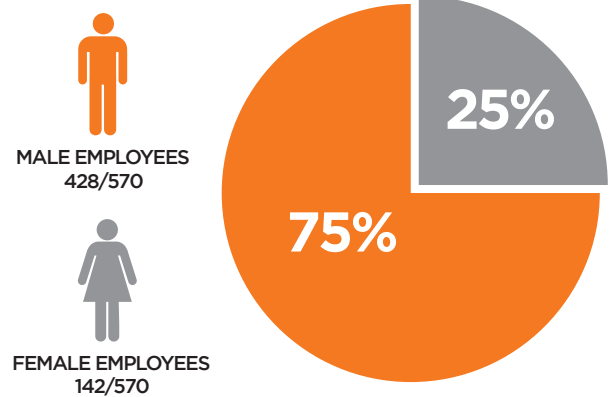
Encon Insulation Limited service several markets across the construction industry with a distribution network of branches throughout the United Kingdom, comprising of Encon Insulation Limited, Nevill Long and Pre-Formed Components Limited.

This gender pay gap report is based on data as of 5th April 2021. At this date Encon Insulation Limited employed 570 people of which 428 were male and 142 were female.

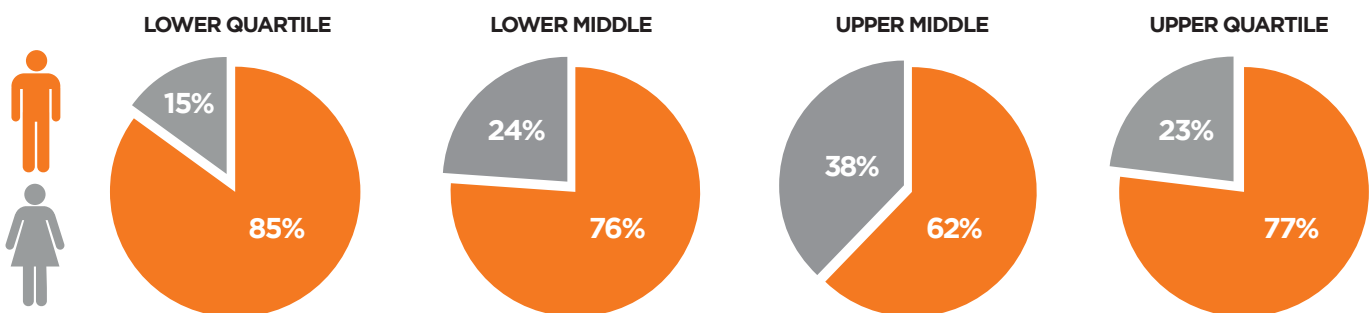
The gender pay gap measures the difference between male and female average earnings and is shown as a percentage of male pay. The Office of National Statistics has stated that the overall UK gender pay gap is 15.4%. Encon Insulation Limited is reporting a 3.6% Mean Gender Pay figure. The Median Gender 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 44.3% and Median of 23.1% 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

COMPANY-WIDE GENDER SPLIT



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



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