



Encon Insulation Limited Gender Pay Gap Report 2025



About us

Encon Insulation Limited is the UK's leading independent distributor of building materials to the built environment. Product solutions from leading brands include thermal and acoustic insulation, roofing, external façades, interior systems, technical insulation, construction products and passive fire protection.

Encon Insulation Limited includes four business units, supplying project solutions across construction through our nationwide branch network.

We take pride in providing the highest level of service and support with specialist teams dedicated to our key market sectors, adding reliable knowledge and value to every project.



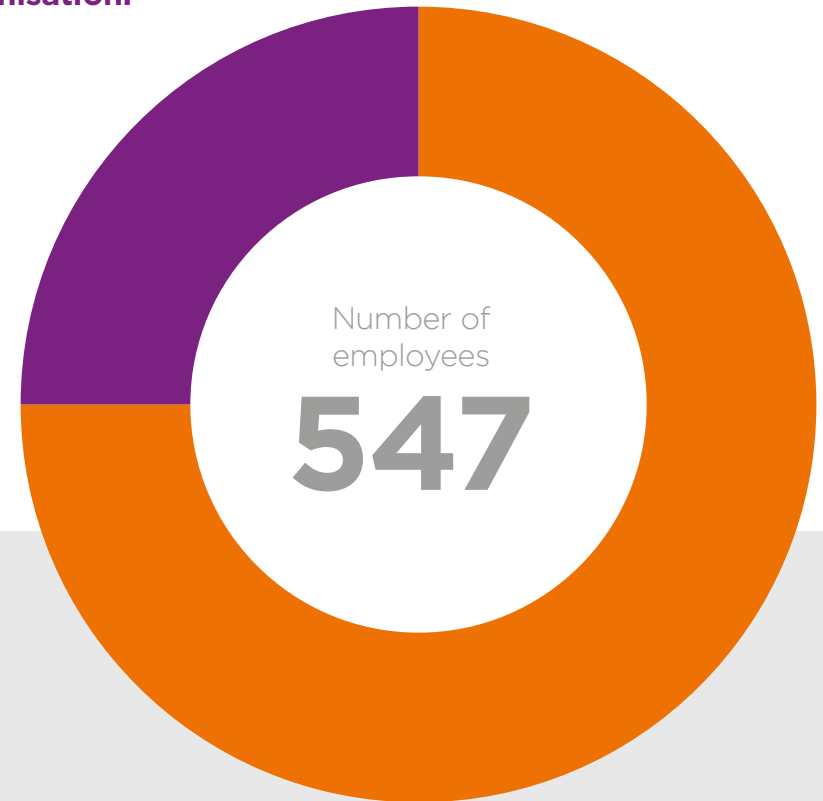
The Report

Every organisation with over 250 employees is required to publish their gender pay gap figures, comparing men and women's average pay across the organisation.

Encon Insulation Limited has reported on Gender Pay since 2017 when the government first introduced the requirement to report.

Gender pay gap calculations are based on employer payroll data drawn from a specific date each year. This specific date is called the 'snapshot date'. The snapshot date for the purposes of our report is the 5th April 2025.

At the time of the report, Encon Insulation Limited employed 547 employees, 410 male and 137 female.



What do the terms mean?

Gender pay gap

The gender pay gap measures the difference between male and female average earnings and is shown as a percentage of male pay.

Pay quartiles

The pay quartiles show a percentage of men and women in four pay bands. The hourly pay for both male and female employees is arranged from the lowest to the highest - this is then divided into 4 quartiles.

Proportion of employees awarded a bonus

The proportion of employees awarded a bonus shows a percentage of male and female employees who received bonus pay in the 12 months leading up to the snapshot date.

Mean

The mean (average) gender pay gap figure reports the difference between the mean (average) hourly pay of male, and the mean (average) hourly pay of female employees.

This involves adding up all the numbers and dividing the result by how many numbers were in the list.

Median

The median gender pay gap figure reports the difference between the hourly pay of the median full-pay relevant male and the hourly pay of the median full-pay relevant female employee.

The median for each is the male or female employee who is in the middle of a list of hourly pay ordered from highest to lowest paid.

Our gender split

Male - **75% (410)**

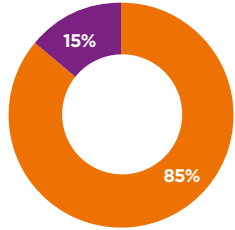
Female - **25% (137)**

Our Gender Pay Figures

Pay Quartiles

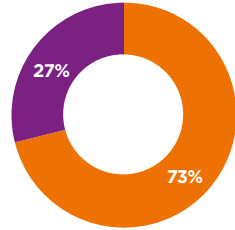
Lower Quartile

Male
Female



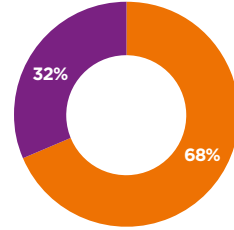
Lower Middle Quartile

Male
Female



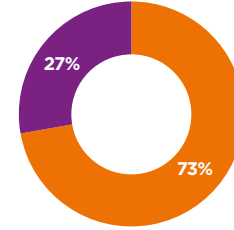
Upper Middle Quartile

Male
Female



Upper Quartile

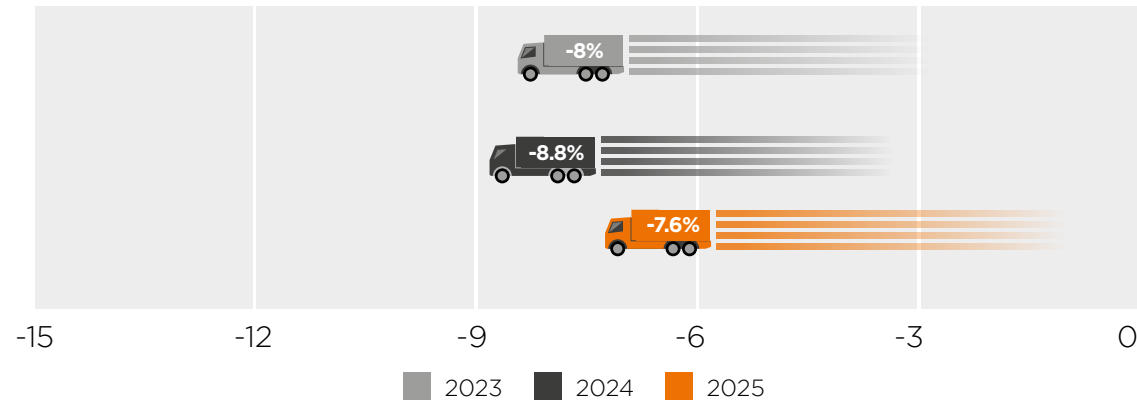
Male
Female



At the time of producing this report, the Office of National Statistics has stated that the overall UK gender pay gap is 12.8% for 2025.

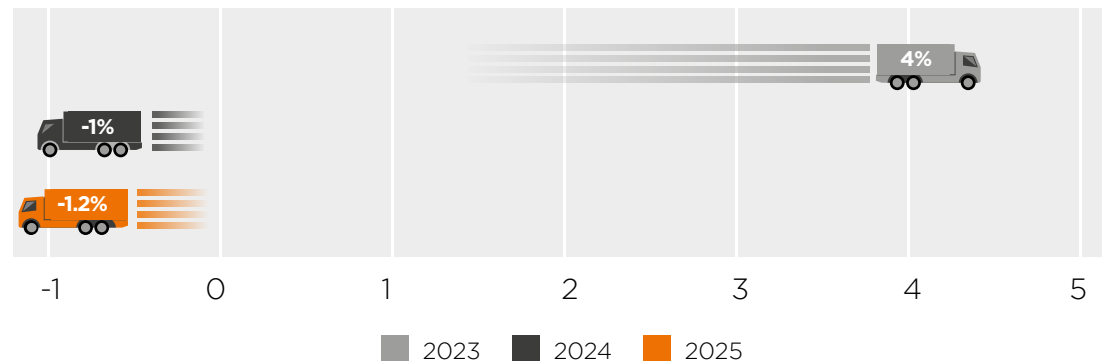
Median Pay

The Median Gender Pay figure of -7.6% shows that the mid-point female hourly rate is higher than that of the male mid-point in the organisation.



Mean Pay

Encon Insulation Limited is reporting a -1.2% Mean Gender Pay figure, increasing from -1% in 2024.



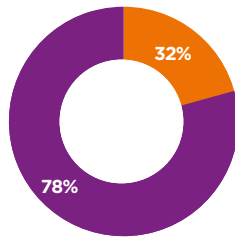
Our Bonus Pay Figures

Proportion of Employees Awarded a Bonus

Male Bonus Proportion

128/410 male employees

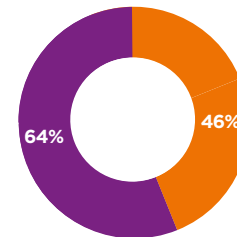
- Received a bonus
- Did not receive a bonus



Female Bonus Proportion

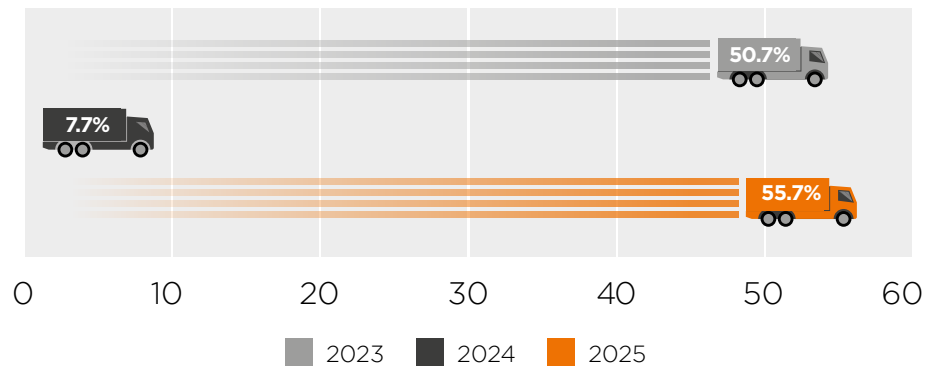
63/137 female employees

- Received a bonus
- Did not receive a bonus



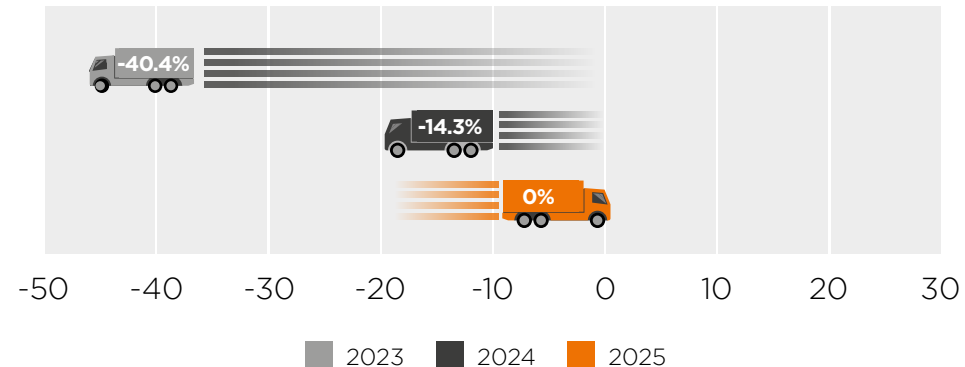
Mean Bonus Pay

The Median Gender bonus figure of 55.7% is influenced by the gender split within the upper quartile, with more senior roles being made up of male employees.



Median Bonus Pay

The Median Gender Pay bonus figure of 0% means the mid-point female and mid-point male received the same bonus.





HR Director Statement

Encon Insulation Ltd (The Encon Group) includes four specialist distribution divisions: Encon Insulation, Nevill Long Interior Systems, Encon Technical Solutions and Encon Construction Products. Collectively, these divisions position Encon as the UK's No 1 Independent Distributor of building materials and project solutions, and 'The Distributor of Choice' for our markets.

Our business operates from 23 sites, and through our national branch network customers benefit from an extensive range of market leading brands, unrivalled service and reliable support from our knowledgeable teams.

Employer of Choice

As an Employer of Choice, 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. Our strategy is to remunerate our people based on skills, experience and performance.

Regular audits of our workforce data ensure we are fair and consistent with our pay, reward and recognition offering across all our teams, regardless of gender, race, religion or socio-economic background.

We have a transparent pay and reward process with annual pay reviews and bonuses which each employee is informed of when joining the business and each year thereafter. The processes are based on a set framework and therefore, provide an equitable platform for all employees to be reviewed against the framework.

Our training provides equal opportunities for the development of all employees. Encon Insulation Limited encourages long-term careers with the business through dedicated training and development opportunities. Our learning and training programmes are focussed on upskilling our teams and inspiring them to be experts in their field, offering unrivalled service to our customers.

Increasingly, we are providing more opportunities for apprentices throughout our organisation. Our silver membership of the 5% Club and BMF Apprenticeship Pledge further demonstrates our commitment to training and development, and in offering equal opportunities for learning.

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.

Deborah Gore
HR Director