

Gender Pay Gap Report 2024



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In compliance with The Gender Pay Gap Legislation Act 2021, Kingspan Group plc is publishing this 2024 report which outlines our gender pay figures across a range of metrics in the Republic of Ireland.

The report also outlines the actions that are being taken to address any areas of concern.

Kingspan Group plc and its subsidiaries are engaged in the manufacture of high-performance insulation and building envelope solutions for the construction sector. Our products and solutions support a net-zero emissions-built environment whilst striving to be a rewarding and equitable place to work.

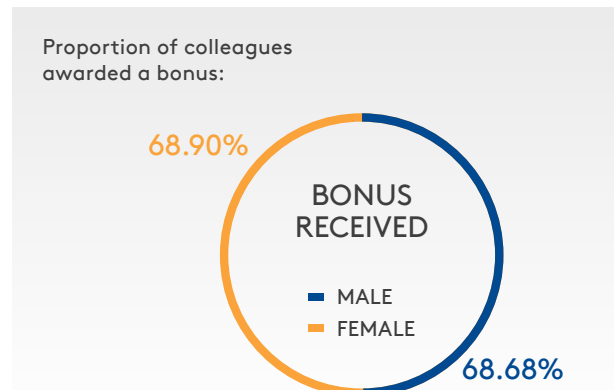
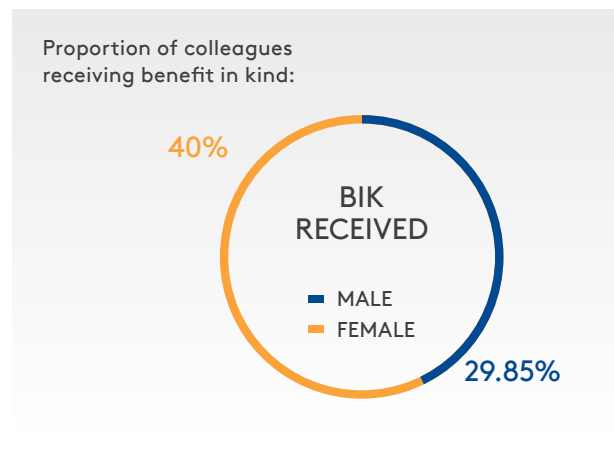
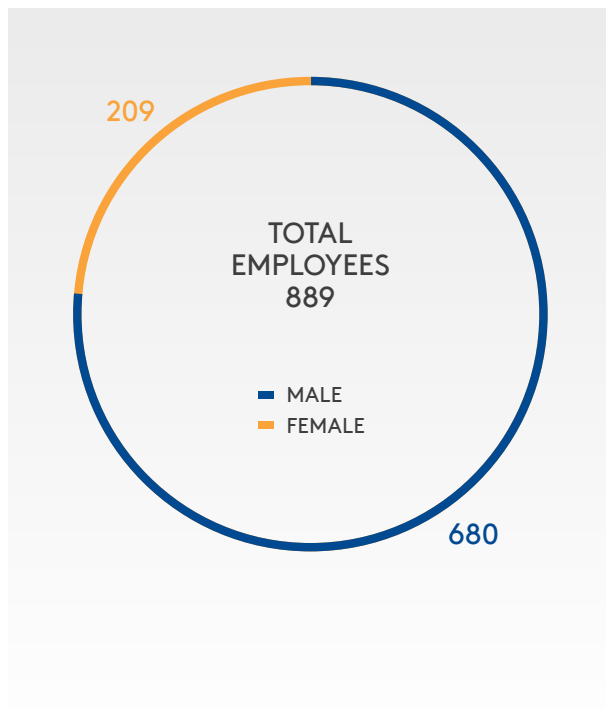
Headquartered in Kingscourt Co. Cavan, we employ 889 staff across ROI in our head office and 6 manufacturing sites - Kingscourt, Castleblayney, Dublin, Askeaton, Monaghan and Glenamaddy. The Gender Pay Gap report measures the difference between the average and median earnings of all male and female employees, irrespective of their role or seniority. It is not a measure of equality of pay for equal roles.

This Gender Pay Report is based on data for the 12 month period up to 30th June 2024. Of our 889 employees, 680 are male, an increase of 12 males since the previous year's report and 209 are female, an increase of 18 females since the previous year's report.

In 2024 the Kingspan Group of companies included in this report recorded a mean pay gap of 8.78% and a median pay gap of -2.16% (based on core pay) in favour of females. Though the mean pay gap was static in the period (relative to 2023), the median pay gap shows a 10.9% swing in favour of female employees relative to the prior period, a positive improvement for the business.

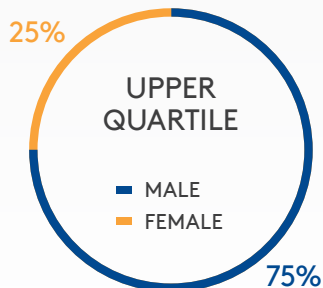
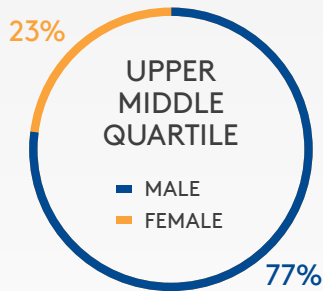
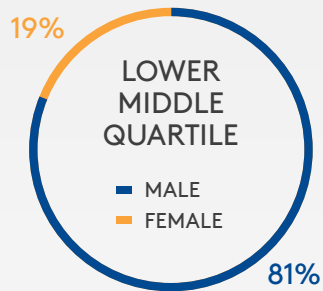
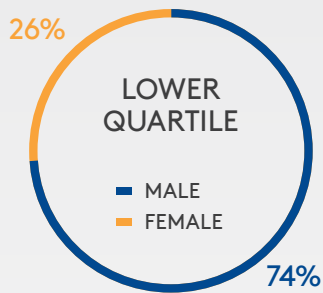
Pay gap

	Mean	Median
Pay	8.78%	-2.16%
Part time pay	44%	38%



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The % remuneration breakdown of lower to upper management 2024



We are working to improve representation of women at all levels, and especially in senior roles. This year, the number of women in the Upper, Lower Middle and Lower remuneration quartiles have all increased.

How are we as a Group improving gender equality?

Kingspan is continuing to address and improve diversity and equality for all our current and future employees of our company. At a Group level, we are progressing the following activities:

- Launch and promotion of Kingspan Group’s Inclusion & Diversity policy and training support to employees across the Group.
- Assessment and actions on foot of key findings, challenges and recommendations emerging from our recent Kingspan Global People Pulse Survey on evaluating diversity, equity, inclusion and belonging within Kingspan.
- Providing a manager toolkit for Gender Inclusion & Diversity to underpin good practice in local teams.
- Implementing ‘People Connect’, our new People Technology, to promote internal reporting for transparency, job postings and recruitment practices to promote access to and awareness of opportunities.
- Promoting equal opportunity for all roles by advertising job vacancies on the Career Portal to all employees, which is a key communication tool in Group.
- Focussed career and development conversations as part of the Group’s approach to Performance & Development of our personnel.
- Reporting on diversity disclosure requirements under CSRD workforce and reviewing quarterly with a view to adjusting practices where necessary.
- Expanding our suite of Group Leadership Development Programmes to increase access to training and to enable employees to build skills and advance their careers. Examples of the new programmes include a new Safety Leadership Programme, Early Careers (Explore) as well as the core programmes of Ignite, Accelerate and Evolve, while continuing the established talent programmes: Developing Talent, Yours to Shape, PEAK and INSEAD.

Conclusion

While we are pleased to report improvements in female participation and in the median pay gap we recognise that there is more to do to close the gap over time. The improvements we are reporting for 2024 illustrate the progress we are making in building a more gender diverse workforce and ultimately, a better business.

Contact Details

Kingspan Group

Dublin Road | Kingscourt
Co Cavan | Ireland | A82 XY31

T: +353 42 969 8000
E: admin@kingspan.com
www.kingspan.com

Document Control

Author

Name	Position	Contact Details
-	-	admin@kingspan.com

Approval

Name	Position	Approval Date
Lorcan Dowd	Group Company Secretary	24 December 2024

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