

# ROCKWOOL Limited Gender Pay Gap

Report 2023



# Introduction

This report details the gender pay gap figures for ROCKWOOL Limited as at 5 April 2023.

Employers with more than 250 employees are required to publish a gender pay gap report each year.

This highlights the difference between the average hourly earnings of men and women.

The report shows the following calculations:

- Mean and median average gender pay gap
- Proportion of males and females divided into 4 groups from lowest to highest paid
- Mean and median average bonus gender pay gap
- Proportion of males and females receiving a bonus payment

**ROCKWOOL Limited  
welcomes the gender  
pay gap reporting  
initiative**

ROCKWOOL Limited welcomes the gender pay gap reporting initiative.

We are committed to offering fair pay irrespective of gender. This report provides a snapshot of our gender pay gap and will complement our existing objective to increase the diversity, and therefore performance, of our teams. It is an opportunity for us to review how we are doing and understand what steps we can take to address any gaps.

I confirm that the information contained within this report is accurate.



Nick Wilson  
Managing Director  
ROCKWOOL Limited

# Gender pay gap

as at 5 April 2023

**1.00%**

**Mean pay gap**

Number of employees



468

107

**5.17%**

**Median pay gap**

Proportion of males and females in each quartile band

Quartile	Males	Females
Lower	70.14%	29.86%
Lower Middle	88.19%	11.81%
Upper Middle	86.11%	13.89%
Upper	81.12%	18.88%
<b>Total Employees</b>	<b>81.39%</b>	<b>18.61%</b>

Whilst we recognise the need to increase gender diversity across all quartiles, we are pleased that females are well represented in the Upper quartile of the organisation.



# Gender pay gap

## Supporting information

We are pleased to see that our Gender pay gap results have decreased by 4.19% (Mean) and 4.40% (Median), which is in line with our results for 2020 and 2021 and below the national average.

At ROCKWOOL Limited we encourage gender diversity in departments that traditionally have a gender bias (towards either gender). This is done by reviewing our recruitment processes and understanding any barriers such as career development, internal moves, working environment and flexible work policies.

We also regularly review the salaries of our female employees, consider if they are being paid less for equal roles and address any gaps.



# Bonus gender pay gap

earned in the 12 months prior to 5 April 2023

Proportion of our employees receiving a bonus



14.32%



17.86%

**14.28%**  
Mean bonus gap

**8.58%**  
Median bonus gap



# Bonus gender pay gap

## Supporting information

We are pleased that our bonus pay gap figures have reduced after making this commitment in our last report. Our mean gap is back in line with the results we saw in 2021 and the median gap is the lowest we have seen since we started reporting in 2017.

Our bonuses are mainly eligible to Senior management and Commercial teams.

Females currently represent 42.86% of our Management team at ROCKWOOL Limited.

There are traditionally less females within Commercial roles in our sector and we continue to focus on this area regards to gender diversity.

We will continue to review and monitor our internal processes to encourage more diversity within our employee groups.



**ROCKWOOL Limited**

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