

# ROCKWOOL Limited Gender Pay Gap

Report 2024



# Introduction

This report details the gender pay gap figures for ROCKWOOL Limited as at 5 April 2024.

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.

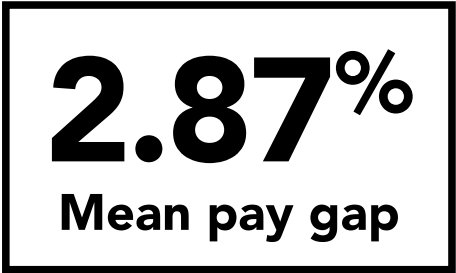
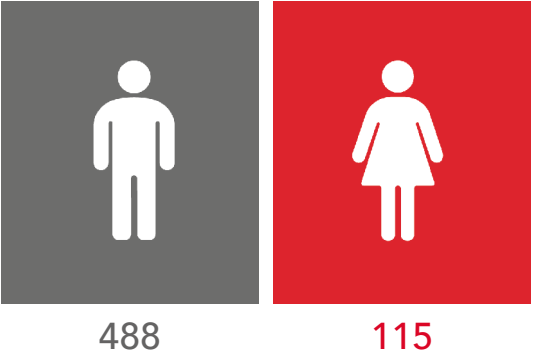


Nick Wilson  
Managing Director  
ROCKWOOL Limited

# Gender pay gap

as at 5 April 2024

Number of employees



Proportion of males and females in each quartile band

Quartile	Males	Females
Lower	68.21%	31.79%
Lower Middle	87.33%	12.67%
Upper Middle	89.40%	10.60%
Upper	78.81%	21.19%
Total Employees	80.94%	19.06%

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 remain low and whilst we recognise there is a small increase compared to last year, we do expect some fluctuation year to year. The results remain 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 2024

Proportion of our employees  
receiving a bonus



14.46%



15.13%

**-0.75%**

**Mean bonus gap**

**7.78%**

**Median bonus gap**





# Bonus gender pay gap

## Supporting information

We are pleased that our bonus pay gap figures have reduced dramatically compared to the previous year and are the smallest since we started reporting in 2017. We have also seen a positive pay gap for the first time with our 'mean' result.

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

Females are well represented on our Management team at ROCKWOOL Limited.

Whilst there are traditionally less females within Commercial roles in our sector, we continue to focus on this area regards to gender diversity and have hired 5 females into the team in the last year.

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



**ROCKWOOL Limited**

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