

ROCKWOOL Limited Gender Pay Gap

Report 2025



Introduction

This report details the gender pay gap figures for ROCKWOOL Limited as at 5 April 2025.

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 2025

2.78%
Mean pay gap

Number of employees



471

114

6.91%
Median pay gap

Proportion of males and females in each quartile band

Quartile	Males	Females
Lower	69.39%	30.61%
Lower Middle	87.67%	12.33%
Upper Middle	84.93%	15.07%
Upper	80.14%	19.86%
Total Employees	80.53%	19.47%



Gender pay gap

Supporting information

Since we began reporting our gender pay gap in 2019, we have maintained a consistent median gender pay gap of 6%. We are pleased to have maintained this stability and are currently aligned with the national average, following having a smaller pay gap in previous years. This reflects the positive progress across the UK, as the national average has gradually decreased over this period.

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 2025

Proportion of our employees receiving a bonus



91.98%



91.45%



Bonus gender pay gap

Supporting information

We are pleased to maintain our low bonus pay gap this year. Since we first began reporting, ROCKWOOL Limited has reduced the gap and our results remain well below the national average.

The proportion of employees receiving a bonus has increased across the board, reflecting the introduction of a new bonus scheme for UK based employees.

Females are well represented in our management team at ROCKWOOL Limited.

We continue to monitor and review our internal processes to promote greater diversity across all employee groups.



ROCKWOOL Limited

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