

ROCKWOOL Limited Gender Pay Gap

Report 2020



Introduction

This report details the gender pay gap figures for ROCKWOOL Limited as at 5 April 2020.

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.



Darryl Matthews
Managing Director
ROCKWOOL Limited

Gender pay gap

as at 5 April 2020

Number of employees



414

97

1.90%
Mean pay gap

3.80%
Median pay gap

Proportion of males and females in each quartile band

| Quartile | Males | Females |
|------------------------|---------------|---------------|
| Lower | 67.97% | 32.03% |
| Lower Middle | 90.63% | 9.37% |
| Upper Middle | 88.28% | 11.72% |
| Upper | 77.17% | 22.83% |
| Total Employees | 81.02% | 18.98% |

Whilst we recognise the need to increase gender diversity across all quartiles, we are pleased that the percentage of females and males in the upper quartile mirrors the overall percentage of females and males in the organisation.



Gender pay gap

Supporting information

We are pleased to see another improvement in the Gender pay gap results for April 2020 compared to the previous year. Our results have consistently been lower than the national average and we have seen the Mean pay gap reduce by 3.69% and the Median pay gap reduce by 1.64%, compared to 2019.

We are committed to treating all of our employees fairly. We will continue to review the salaries of our female employees, consider if they are being paid less for equal roles and will address any gaps.

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



Bonus gender pay gap

earned in the 12 months prior to 5 April 2020

Proportion of our employees receiving a bonus



14.25%



16.49%

11.34%
Mean bonus gap

17.43%
Median bonus gap



Bonus gender pay gap

Supporting information

We are very pleased to see another reduction in our bonus pay gap figures, which was in line with our expectations.

Our bonuses are mainly eligible to senior management and our commercial teams and we have seen an increase in the number of female employees in these areas.

The mean bonus gender pay gap has decreased by 10.03% and the median bonus gender pay gap has decreased by 2.02%.

We continue to review our recruitment process to ensure there is no gender bias in decision making and consider ways to encourage more gender diversity.



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