

ROCKWOOL Limited Gender Pay Gap

Report 2022



Introduction

This report details the gender pay gap figures for ROCKWOOL Limited as at 5 April 2022.

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.

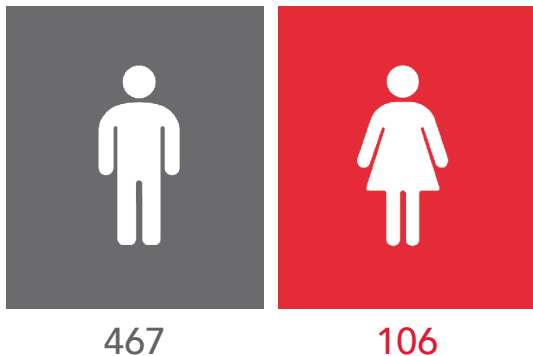


Nick Wilson
Managing Director
ROCKWOOL Limited

Gender pay gap

as at 5 April 2022

Number of employees



5.19%
Mean pay gap

9.57%
Median pay gap

Proportion of males and females in each quartile band

Quartile	Males	Females
Lower	68.06%	31.94%
Lower Middle	87.41%	12.59%
Upper Middle	92.31%	7.69%
Upper	78.32%	21.68%
Total Employees	81.50%	18.50%

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

Whilst we are pleased that our Gender pay gap results for April 2022 are below the national average of 14.9% (median), we are concerned to see an increase in our results compared to 2021 (1.85% mean, 5.5% median).

We review the salaries of our female employees, consider if they are being paid less for equal roles and 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 2022

Proportion of our employees receiving a bonus



13.06%



24.53%

51.67%

Mean bonus gap

54.72%

Median bonus gap



Bonus gender pay gap

Supporting information

We acknowledge that the bonus pay gap figures have increased, following a few years of lower bonus gaps. We are committed to reducing this again in future years.

Our bonuses are mainly eligible to senior management and our commercial teams and we have seen some turnover in these roles in the last couple of years, which has impacted our results.

We also offer one off incentive payments, which are a lower value to bonuses and are included in the calculations based on the rules of gender pay gap reporting. We believe this has also effected the final bonus pay gap results.

In our sector, there is traditionally less female representation in sales roles and this is an area we continue to focus on in regards to gender diversity.

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



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