

ROCKWOOL Limited Gender Pay Gap

Report 2021



Introduction

This report details the gender pay gap figures for ROCKWOOL Limited as at 5 April 2021.

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.

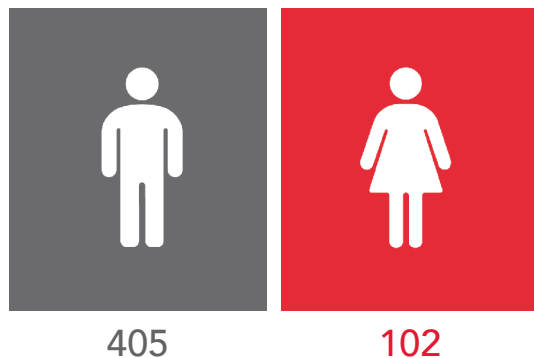


Darryl Matthews
Managing Director
ROCKWOOL Limited

Gender pay gap

as at 5 April 2021

Number of employees



1.85%
Mean pay gap

5.50%
Median pay gap

Proportion of males and females in each quartile band

Quartile	Males	Females
Lower	65.57%	34.43%
Lower Middle	92.68%	7.32%
Upper Middle	86.18%	13.82%
Upper	76.42%	23.58%
Total Employees	81.66%	19.13%

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 the Gender pay gap results for April 2021 continue to be well below the national average of 15.4% (median). Our mean average has reduced by 0.05% and the median pay gap has increased by 1.7% compared to 2020.

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 2021

Proportion of our employees receiving a bonus



14.57%



19.61%

14.52%
Mean bonus gap

22.90%
Median bonus gap



Bonus gender pay gap

Supporting information

We are very pleased to see 3% more females are receiving bonuses compared to the previous year.

Our bonuses are mainly eligible to senior management and our commercial teams. We have actively been increasing the number of females within our Commercial teams over the last few years.

The mean bonus gender pay gap has increased by 3.18% and the median bonus gender pay gap has increased by 5.47%. We will review these numbers with the aim to reduce the bonus gaps, however we are pleased that the %'s remain low compared to our 2017-2018 results.

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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