

# ROCKWOOL Limited Gender Pay Gap

Report 2018



# Introduction

**This report details the gender pay gap figures for ROCKWOOL Limited as at 5 April 2018.**

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

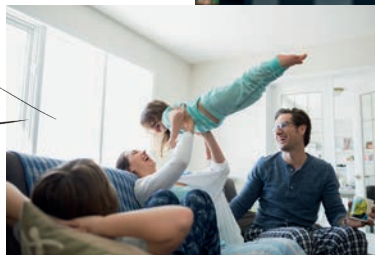
ROCKWOOL Limited welcomes the gender pay gap reporting initiative.

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**



**ROCKWOOL  
Limited welcomes  
the gender pay gap  
reporting initiative**





# Gender pay gap

as at 5 April 2018

## Number of employees



364



83

**5.73%**  
Mean pay gap

**6.45%**  
Median pay gap

## Proportion of males and females in each quartile band

Quartile	Males	Females
Lower	68%	32%
Lower Middle	91%	9%
Upper Middle	86%	14%
Upper	81.08%	18.92%
<b>Total employees</b>	<b>81.43%</b>	<b>18.57%</b>

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



# Gender pay gap

## Supporting information

We are very pleased to see the improvement in the Gender pay gap results for April 2018 compared to the previous year. Our results were already lower than the national average and we have seen the mean pay gap reduce by 3.52% and the Median pay gap reduce by 1.08%.

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.

We are actively engaged in promoting roles in manufacturing and engineering to women.





# Bonus gender pay gap

earned in the 12 months prior to 5 April 2018

Proportion of our employees receiving a bonus



14.48%



10.99%

**34.46%**  
Mean bonus gap

**34.67%**  
Median bonus gap



# Bonus gender pay gap

## Supporting information

We acknowledge that the bonus pay gap figures are high and we continue to explore ways to decrease these figures in the future.

We are pleased with the progress shown on the median gender pay gap, which has decreased by almost 9%. The mean bonus gender pay gap has had little change compared to the previous 12 months.

Our bonuses are mainly eligible to senior management and our commercial teams. The ROCKWOOL management team has increased the representation of females and is now 33.3% female and 66.7% male. We expect this to have a positive impact on future reporting.

In our sector, there is traditionally less female representation in sales roles and we expect this also has an impact on our figures. We have doubled the number of females working in our commercial team over the last year and are optimistic that this number will keep increasing. 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.

**We have doubled  
the number of  
females working in  
our commercial team**

**ROCKWOOL Limited**

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