

# H+H Information Sheet

## Gender Pay Gap - 2022

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### H+H's Structure and Activities

The core activity of H+H International A/S is the manufacture and sale of aircrete and calcium silicate building products, supplemented by know-how and advice on building materials and building technology. The products are aircrete building blocks, larger aircrete panels sold as part of a package construction solution and calcium silicate units. H+H International's is based in Copenhagen at the following address:

**H+H International A/S**  
Lautrupsgade 7, 6th Floor  
2100 Copenhagen Ø

H+H UK Limited is a wholly owned subsidiary of H+H International A/S. The Head Office is in Borough Green, Kent and the three manufacturing facilities are based in Kent and Yorkshire

### 2022 Gender Pay Gap Report

As an employer with over 250 employees, we are required by law to carry out Gender Pay Reporting annually under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, to show the 'pay gap' between male and female employees. This is different to equal pay. Using our existing HR and payroll records we carried out six calculations that show the difference between the average earnings and bonus payments of men and women in our organisation across all roles and levels including directors; it does not involve publishing individual employee's data.

### 2022 Gender Pay Gap Results

15.5% of the workforce are Female.

**Mean gender pay gap = - 9.9%**

**Median gender pay gap = 3.9%**

The median gender pay gap reported that for every £1 that an H+H male employee earns, a female H+H employee earns 96p, 4p less than the male employee.



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### Proportion of males and females in each quartile band

	<b>Males</b>	<b>Females</b>
Upper Income Quartile	79%	21%
Upper Middle-Income Quartile	92%	8%
Lower Middle-Income Quartile	88.5%	11.5%
Lower Income Quartile	79%	21%

**Mean bonus gender pay gap = -9.5%**

**Median bonus gender pay gap = -1.7%**

Under the rules of our bonus scheme shift workers bonus payments are calculated on their basic weekly salary which do not include the extra hours worked due to the shift pattern. For the bonus period relating to this report the majority of the shift workers were male. Their bonus payments, therefore, would not be in proportion to their actual hourly pay, which explains the reported negative bonus gender pay gap.

**Proportion of males receiving a bonus payment = 92.3%**

**Proportion of females receiving a bonus payment = 86.8%**

Under the rules of our bonus scheme new starters to the company must have joined before or on 30<sup>th</sup> September to qualify for the next bonus payment which is usually paid in the following February. These results indicate that more female employees than males joined the company after 30<sup>th</sup> September and therefore more females were not eligible to receive a bonus payment.

### Summary

The median gender pay gap reported of 3.9% indicates that when comparing median hourly wages for every £1 that an H+H male employee earns, a female H+H employee earns 96p, 4p less than the male employee. In comparison to previous years findings these figures are showing that we are making steady progress towards balancing our pay gap, which is our aim.

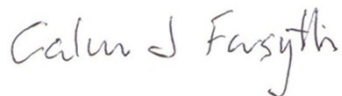
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### Our action plan to close the gap

Whilst we recognise our industry has challenges within the gender pay markets, as a company we are committed to ensuring every opportunity is provided for both genders across the sector. We have already put in place policies that recognise and demonstrate the need for more diversity and equality and incorporated these within our improved processes for our recruitment and talent acquisition strategies. With prospects of adopting further engineering apprenticeship programmes from 2023 to encourage future employees from local schools and colleges within our communities and in working towards our aim to become the 'Employer of Choice', demonstrates the company's ongoing commitment in ensuring all employees across both genders can have the opportunity to develop their career within a secure, diverse environment.



C. Forsyth  
Managing Director

14<sup>th</sup> February 2023

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