

H+H Information Sheet

Gender Pay Gap – 2021

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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.

2021 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 males 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.

2021 Gender Pay Gap Results

17.8% of the workforce are Female.

Mean gender pay gap = 2.3%

Median gender pay gap = 11.0%

For every £1 that men earn when comparing median hourly wages, women earn 95p, 5p less than men.

Mean bonus gender pay gap = 63.8%

Median bonus gender pay gap = 0%



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Proportion of males receiving a bonus payment = 2.5%

Proportion of females receiving a bonus payment = 2.3%

Proportion of males and females in each quartile band

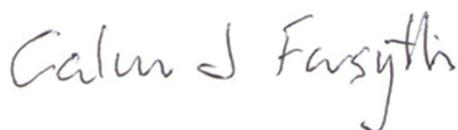
	Males	Females
Upper Income Quartile	78.3%	21.7%
Upper Middle-Income Quartile	96.7%	3.3%
Lower Middle-Income Quartile	83.3%	16.7%
Lower Income Quartile	72.1%	27.9%

Summary

Unfortunately, our 2021 report indicates that our pay gap has increased slightly which is disappointing for us, but this does highlight the fact that we must continue to build on the results which we achieved pre-covid, and ensure we close our gap.

What are we doing to close the gap?

Going forward we will continue to work towards achieving greater gender pay equality by encouraging and supporting our workforce to develop their roles and increase their earnings potential. We will also continue focusing on our recruitment strategy, which can be challenging at times, being a manufacturing company with traditionally a predominantly male workforce. But we will work to resolve this issue and encourage more women to apply for our vacancies.



C. Forsyth
Managing Director

22nd November 2021

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For further information
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