

H+H Information Sheet

Gender Pay Gap - 2023

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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, Denmark

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

2023 Gender Pay Gap Report

As an employer with over 250 employees on the snapshot date of 5th April, 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.

2023 Gender Pay Gap Results

16.5% of the workforce are Female.

Mean gender pay gap = - 3.4%

Median gender pay gap = 7.6%

The median gender pay gap reported that for every £1.00 that an H+H male employee earns, a female H+H employee earns £0.93p, £0.07p less than the male employee.



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Proportion of males and females in each quartile band

	Males	Females
Upper Income Quartile	77.4%	22.6%
Upper Middle-Income Quartile	95.2%	4.8%
Lower Middle-Income Quartile	73%	27%
Lower Income Quartile	88.7%	11.3%

Mean bonus gender pay gap = -8%

Median bonus gender pay gap = -6.2%

Under the rules of our bonus scheme shift workers bonus payments are calculated on their basic weekly salary which does not include the extra payment for unsociable hours worked due to the shift pattern. For the bonus period relating to this report, most 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 = 96.6%

Proportion of females receiving a bonus payment = 92.9%

Summary

The median gender pay gap reported of 7.5% indicates that when comparing median hourly wages for every £1.00 a H+H male employee earns, a female H+H employee earns £0.93p, £0.07p less than a male employee. In comparison to last year's findings these figures are slightly down which is very disappointing for us as a company, but a situation from which we will recover.

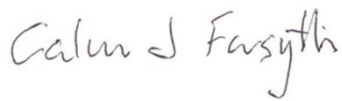
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Our action plan to close the gap

"We will continue to demonstrate the Company's ongoing commitment in ensuring all employees, whatever their gender, can develop their career within a secure, diverse environment, while encouraging them to develop their skills and increase their ambitions in the workplace and supporting their home life needs. This strategy will push H+H forward into becoming the 'Employer of Choice', within our field."



C. Forsyth
Managing Director

1st February 2024

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For further information
about the subject
covered or any H+H
product, please call or
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www.hhcelcon.co.uk