

H+H Information Sheet

Gender Pay Gap 2026

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H+H Structure & 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
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.

2026 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.

2026 Gender Pay Gap Results

16.5% of the workforce are Female.

Mean gender pay gap = - 12.4%

Median gender pay gap = 5.5%

Contact details

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



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The median gender pay gap reported that for every £1.00 a H+H male employee earns, a female H+H employee earns £0.95p. £0.05p less than a male employee.

Proportion of males and females in each quartile band

	Males	Females
Upper Income Quartile	78.1%	21.9%
Upper Middle-Income Quartile	92.1%	7.9%
Lower Middle-Income Quartile	84.4%	15.6%
Lower Income Quartile	79.7%	20.3%

Mean bonus gender pay gap = - 54.7%

Median bonus gender pay gap = -1.1%

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 basic Salary plus shift allowance. There was also a higher number of male to female employees, who were still in probation when the bonus was paid who did not qualify for the payment.

Proportion of males receiving a bonus payment = 78.4%

Proportion of females receiving a bonus payment = 81.4%

Summary:

The median gender pay gap reported of 5.5% indicates that when comparing median hourly wages for every £1.00 a H+H male employee earns, a female H+H employee earns £0.95p, £0.05p less than a male employee.

Our action plan going forward.

We recognise that our industry presents ongoing challenges in achieving gender balance, particularly across certain roles, and we remain committed to supporting an inclusive working environment and promoting fairness of opportunity for all employees.

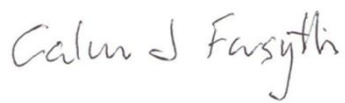
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We will continue to review our people processes, including recruitment and development practices, to help ensure they support broad and diverse talent pipelines. In addition, we will continue to support early careers initiatives, including engineering apprenticeship programmes, to encourage future employees from local schools and colleges within our communities.

We will also continue to monitor our gender pay gap and workforce representation and consider appropriate actions over time to support our aim of maintaining an equitable and inclusive workplace.



Calum Forsyth
Managing Director