

# H+H Information Sheet

## Gender Pay Gap - 2017

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## Health & Safety

### Gender Pay Gap

#### H+H's Structure and Activities

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

H+H International A/S  
Dampfærgevej 3, 3rd 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.

#### 2017 Gender Pay Gap Report

Gender Pay legislation requires employees with 250 or more employees to publish statistics to show the 'pay gap' between male and female employees. This is different to equal pay. We are confident that our Salary Banding and Job Evaluation systems mean that men and women doing the same or a similar job are paid the same. These systems are gender neutral and the job rather than the person is assessed according to a number of objective criteria.

#### Gender Pay Gap Results

- Mean gender pay gap = 5%
- Median gender pay gap = 10.4%
- Mean bonus gender pay gap = 11.3%
- Median bonus gender pay gap = -7.1%
- Proportion of males receiving a bonus payment = 95.1%
- Proportion of females receiving a bonus payment = 81.8%



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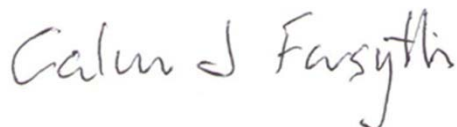
Proportion of males and females in each quartile band =	<b>Males</b>	<b>Females</b>
	84.4%	15.6%
	85.9%	14.1%
	98.4%	1.6%
	81.2%	18.8%

### Summary

To attract the best talent, we know that we need to work hard to be attractive to 100% of the population. Our gender pay gap shows us that we are missing out on a vital resource – women. Historically manufacturing and engineering have been very male dominated professions and at H+H UK Ltd we are trying our best to attract the best talent from both genders.

### What are we doing to close the gap?

We are planning to hold unconscious bias training for all our managers, to ensure that our managers are not influenced by stereotypical views within recruitment, development, promotion and succession planning. We will identify high potential female employees and give them support to move within the organisation into more senior positions.



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visit our website at  
[www.hhcelcon.co.uk](http://www.hhcelcon.co.uk)

1<sup>st</sup> April 2017

