

H+H Information Sheet

Gender Pay Gap – 2019

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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.

2019 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.

2019 Gender Pay Gap Results

- 13% of the workforce are Female.
- Mean gender pay gap = 2.5%
- Median gender pay gap = 5.8%

For every £1 that men earn when comparing median hourly wages, women earn 94p, 6p less than men.



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- Mean bonus gender pay gap = 39.4%
- Median bonus gender pay gap = -3.8%

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 all 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 = 92.1%
- Proportion of females receiving a bonus payment = 97.1%

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

Proportion of males and females in each quartile band

	Males	Females
Lower- Income Quartile	15.9%	84.1%
Lower Middle-Income Quartile	85.7%	14.3%
Upper Middle- Income Quartile	96.8%	3.2%
Upper- Income Quartile	80.9%	19.1%



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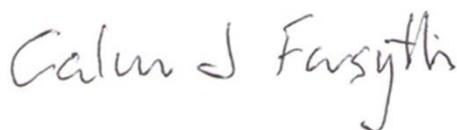
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Summary

We have continued working towards reducing our gender pay gap, and once again, even though we only made a slight improvement during the last year, our results support this.

What are we doing to close the gap?

As reported last year, we have embarked on an effective on-going action plan which, as expected, will take time to reflect in our actual results. Our efforts, encouraging non-stereotypical views in our recruitment drives have now begun to attract female professionals into roles that were previously totally dominated by men and we intend to continue to encourage more women to apply for these types of roles. I am therefore confident, in going forward, we will achieve a balance in our male to female ratio and close our gender pay gap.



C. Forsyth
Managing Director

6th January 2020

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For further information
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