

H+H Information Sheet

Gender Pay Gap – 2020

Page 1 of 3

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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.

2020 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.

2020 Gender Pay Gap Results

- 14.3% of the workforce are Female.
- Mean gender pay gap = 0.9%
- Median gender pay gap = 5%

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



H+H Information Sheet

Gender Pay Gap – 2020

Page 2 of 3

- Mean bonus gender pay gap = -0.1%
- Median bonus gender pay gap = -2.2%

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 = 95.3%
- Proportion of females receiving a bonus payment = 94.9%

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	83%	17%
Lower Middle-Income Quartile	86%	14%
Upper Middle- Income Quartile	92.3%	7.7%
Upper- Income Quartile	81.3%	18.7%



H+H Information Sheet

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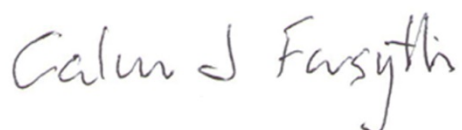
Page 3 of 3

Summary

We have continued working towards reducing our gender pay gap.

What are we doing to close the gap?

Historically the operations side of our business has been profoundly male dominated. To encourage diversity, we have actively promoted a non-stereotypical approach to our recruitment programs, I am pleased to report that this is now beginning to make an impact on our results. We shall continue with our strategy.



C. Forsyth
Managing Director

12th May 2021

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