

# H+H Information Sheet

H+H UK Ltd

Page 1 of 3

## Gender Pay Gap - 2018

### 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.

### 2018 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.

build with ease



# H+H Information Sheet

H+H UK Ltd

Page 2 of 3

## Gender Pay Gap Results

Mean gender pay gap = 2.7%

Median gender pay gap = 8.5%

Mean bonus gender pay gap = 7.9%

Median bonus gender pay gap = 0%

Proportion of males receiving a bonus payment = 96.5%

Proportion of females receiving a bonus payment = 90.9%

Proportion of males and females in each quartile band =

### Males

### Females

84.1%

15.9%

85.9%

14.1%

96.9%

3.1%

81.3%

18.7%

## Summary:

We have been working hard towards closing our gender pay gap, and our results support the fact that we have improved over the last year. Nevertheless, we still recognise the need to balance our male to female ratio, the process of improving this has been hindered in the past by our low employee turnover, which in turn provides limited promotion opportunities and restricted recruitment needs. We have also found it challenging in attracting women into certain roles.

build with ease



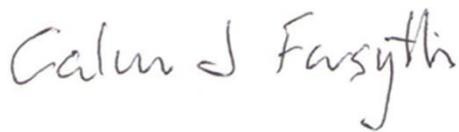
# H+H Information Sheet

H+H UK Ltd

Page 3 of 3

## What are we doing to close the gap?

We are determined to bridge our gender pay gap and encourage more females to our business. We are positive that we can achieve this by analysing the current salaries of our female employees, reviewing where appropriate, encouraging non-stereotypical views in our recruitment drives and by supporting the development and progression of women into senior positions in the future.



C J Forsyth  
Managing Director

Issue 2.0  
November 2018

Contact details  
For enquiries call  
Tel: 01732 886444  
or email  
[info@hhcelcon.co.uk](mailto:info@hhcelcon.co.uk)

Head Office:  
H+H UK Limited  
Celcon House  
Ightham, Sevenoaks  
Kent TN15 9HZ

For further information  
about the subject  
covered or any H+H  
product, please call our  
visit our website at  
[www.hhcelcon.co.uk](http://www.hhcelcon.co.uk)

build with ease

