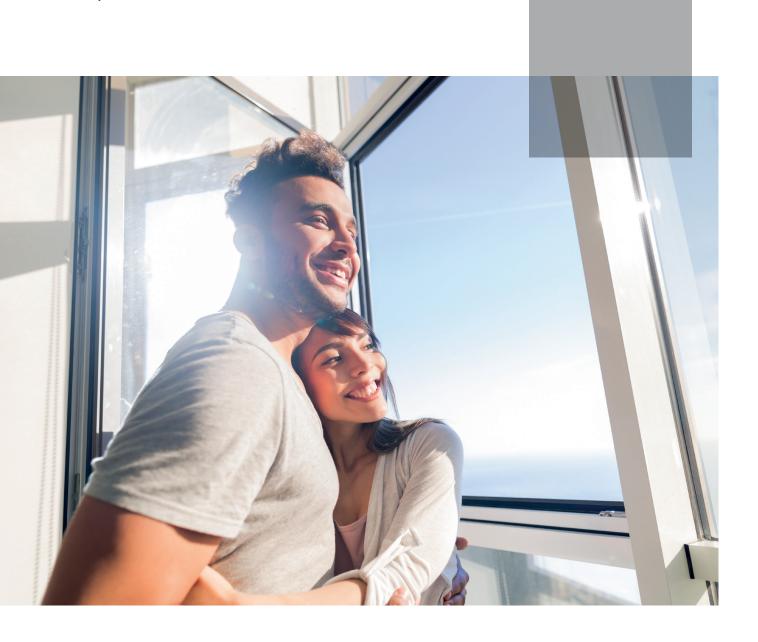
ROCKWOOL Limited Gender Pay Gap

Report 2020







This highlights the difference between the average hourly earnings of men and women.

The report shows the following calculations:

- Mean and median average gender pay gap
- Proportion of males and females divided into 4 groups from lowest to highest paid
- Mean and median average bonus gender pay gap
- Proportion of males and females receiving a bonus payment

ROCKWOOL Limited welcomes the gender pay gap reporting initiative

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We are committed to offering fair pay irrespective of gender. This report provides a snapshot of our gender pay gap and will complement our existing objective to increase the diversity, and therefore performance, of our teams. It is an opportunity for us to review how we are doing and understand what steps we can take to address any gaps.

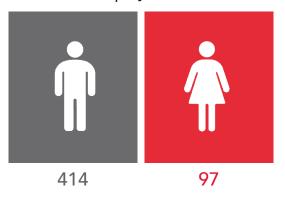
I confirm that the information contained within this report is accurate.

Darryl Matthews Managing Director ROCKWOOL Limited

Gender pay gap

as at 5 April 2020

Number of employees



1.90% Mean pay gap

3.80% Median pay gap

Proportion of males and females in each quartile band

Quartile	Males	Females
Lower	67.97%	32.03%
Lower Middle	90.63%	9.37%
Upper Middle	88.28%	11.72%
Upper	77.17%	22.83%
Total Employees	81.02%	18.98%

Whilst we recognise the need to increase gender diversity across all quartiles, we are pleased that the percentage of females and males in the upper quartile mirrors the overall percentage of females and males in the organisation.



Gender pay gap

Supporting information

We are pleased to see another improvement in the Gender pay gap results for April 2020 compared to the previous year. Our results have consistently been lower than the national average and we have seen the Mean pay gap reduce by 3.69% and the Median pay gap reduce by 1.64%, compared to 2019.

We are committed to treating all of our employees fairly. We will continue to review the salaries of our female employees, consider if they are being paid less for equal roles and will address any gaps.

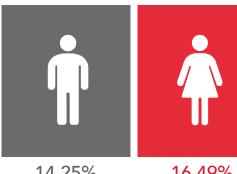
At ROCKWOOL Limited we are encouraging gender diversity in departments that traditionally have a gender bias (towards either gender). This is being done by reviewing our recruitment processes and understanding any barriers such as career development, internal moves, working environment and flexible work policies.



Bonus gender pay gap

earned in the 12 months prior to 5 April 2020

Proportion of our employees receiving a bonus



11.34%
Mean bonus gap

14.25% 16.49% 17.43% Median bonus gap

Bonus gender pay gap

Supporting information



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