

PORTAKABIN
GENDER PAY GAP
REPORT 2021



PORTAKABIN – GENDER PAY REPORT 2021

By understanding our Gender Pay Gap (GPG) we can gain valuable insights on our people to help create a working environment that allows them to thrive as individuals.

We work hard to ensure that through our culture, development routes and recruitment, we understand and celebrate our differences, and value everyone's contribution.

There are various elements that will influence our GPG, some that are outside our control, but we remain committed to continue to pay

fairly and equitably for work of equal value and not let gender influence our decisions.

GPG is a complex issue which is volatile, impacted by several factors and subject to change in either direction on an annual basis.

As such, we must remain agile in our response and continue to work hard towards addressing the gender difference at senior levels with a view to narrowing the gap overall.

Dan Ibbetson
CEO, Portakabin



UNDERSTANDING THE GENDER PAY GAP

It is important to remember gender pay is separate from equal pay. Equal pay refers to differences in pay for like-for-like work whereas the gender pay gap shows the difference between average hourly earnings of men and women across the entire organisation.

In terms of equal pay, Portakabin follows rigorous processes to ensure all our jobs are fairly evaluated and priced according to externally benchmarked rates.

We are confident that men and women are paid equally for doing like-for-like work across our business and we continually review our processes to ensure the best possible practice.

UNDERSTANDING OUR GENDER PAY GAP

Every year companies which meet the specifications for gender pay gap reporting must publish figures for:

Mean and median gender pay gap in hourly pay*

Mean and median bonus gender pay gap*

Proportion of males and females who receive a bonus

Distribution of males and females across pay quartiles

The following figures represent our combined results for Portakabin which employs more than 250 people directly and two other UK based business with fewer than 250 employees in each; Portakabin (Site Accommodation) and Portakabin (Scotland).

A breakdown of Portakabin only data, which forms our statutory declaration, is also provided on Page 4.

*The gender pay gap shows the difference between the mean and median hourly earnings and bonus of male and female employees, expressed as a percentage of male employees' earnings. The gender pay gap is reported on both a mean (average) and median (mid-point on a distribution) basis.



GENDER PAY GAP IN HOURLY PAY AND BONUS PAY

The figures displayed represent our combined results for Portakabin which employs more than 250 people directly and two other UK based business with fewer than 250 employees in each; Portakabin (Site Accommodation) and Portakabin (Scotland).

A breakdown of Portakabin only data, which forms our statutory declaration, is also provided on page 4.

The figures show the difference between the mean and median hourly and bonus pay of all relevant male and female employees irrespective of their role.

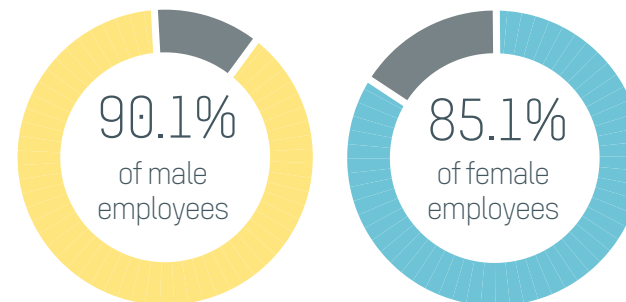
The results are expressed as a percentage of male employees' pay so a positive percentage figure means that female pay is lower than male pay. The closer the number is to zero, the less of a gap there is.

	Mean	Median
HOURLY PAY	8.8%	12.5%
BONUS PAY	-20.0%	-102.7%

PROPORTION OF EMPLOYEES WHO RECEIVED A BONUS

Participation in the bonus and commission scheme within our company is dependent on job level on the internal organisational framework so the opportunity to take part is equal for everyone.

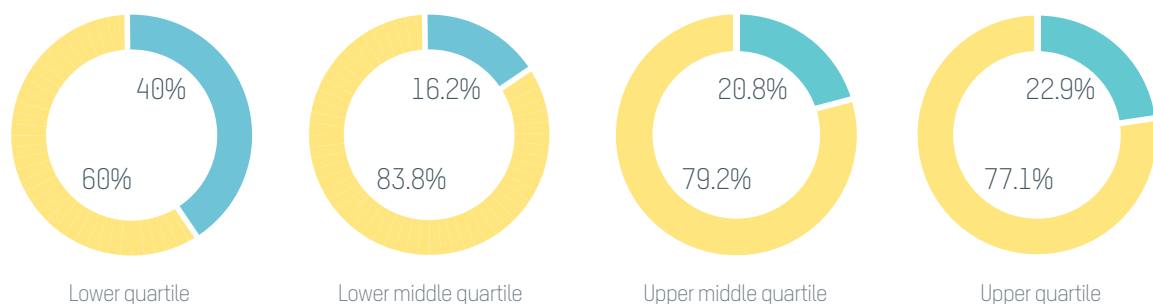
Scheme rules are dependent on business targets determined by the area of the company for which the employee works.



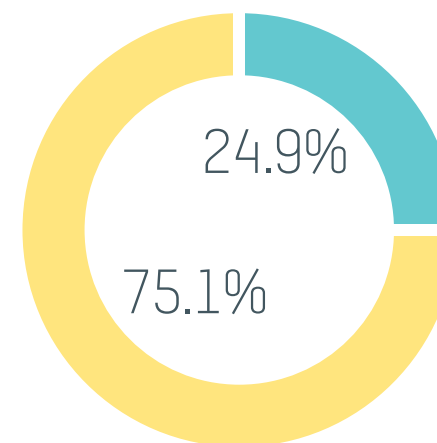
DISTRIBUTION OF EMPLOYEES ACROSS PAY QUARTILES

These charts show our gender distribution in the format of four quartiles based on pay bands. As is typical for many organisations within our industry, there is a much greater proportion of males to females. The distribution of male and female employees within Portakabin is 75/25.

∴ % of male and female employees in pay quartiles



∴ Gender split in Portakabin



The table below shows our combined results for Portakabin which employs more than 250 people directly and two other UK based business with fewer than 250 employees in each; Portakabin (Site Accommodation) and Portakabin (Scotland) as well as a breakdown of Portakabin only data, which forms our statutory declaration.

Male Female

	GENDER PAY GAP (%)		GENDER BONUS GAP (%)		PERCENTAGE OF POPULATION RECEIVING A BONUS (%)		PERCENTAGE OF MALE AND FEMALE EMPLOYEES IN PAY QUARTILES (%)							
	Mean	Median	Mean	Median	Male	Female	Lower quartile		Lower middle quartile		Upper middle quartile		Upper quartile	
							Male	Female	Male	Female	Male	Female	Male	Female
PORTAKABIN - INCLUDING SUBSIDIARIES	8.9	8.1	-25.3	-95.3	91.2	86.0	59.1	40.9	83.7	16.3	81.7	18.3	75.9	24.1
PORTAKABIN	8.8	12.5	-20.0	-102.7	90.1	85.1	60.0	40.0	83.8	16.2	79.2	20.8	77.1	22.9

WHY WE HAVE A GENDER PAY GAP

There is no one reason behind the gender pay gap – it is a complex issue which is volatile, impacted by several factors and subject to change in either direction on an annual basis.

The mean gap has increased and median gap has reduced. This means on average men are paid more than women which is reflective of the distribution between men and women and that we have proportionately more highly paid men.

So as in previous years the majority of our gap is explained by this fact with a lower proportion of women in leadership and senior roles across the organisation. This also explains the bonus gap because bonus payments are largely related to seniority within the organisation.

Working towards closing the gap

As a business with core values of integrity and commitment we remain focused on understanding and managing the gap whilst continuing to ensure that we attract and retain the best talent to support our growing business.

All employees benefit from our family friendly policies and our approach to working flexibly. Within our supportive culture we continue to identify and nurture talent thus ensuring that everyone has the opportunity to develop and grow to their full potential.

In 2022 we will be running a new employee engagement survey which will give us the opportunity to understand the views of our employees globally on a range of topics including diversity and inclusion. We will take any actions deemed necessary to ensure we continue to operate within a safe and transparent culture creating a sense of belonging for everyone.



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HR Director
Portakabin



Dan Ibbetson
CEO
Portakabin



