



Portakabin®

PORTAKABIN
GENDER PAY GAP
REPORT 2022

PORTAKABIN – GENDER PAY REPORT 2022

This is our latest Gender Pay Gap (GPG) Report.

As a business, we remain focused on understanding and managing the gap and continuing to ensure that we attract and retain talent to support our business.

Our goal is to see the gap progressively narrowing as we bring more women into senior positions in a male dominated industry. We are not alone with taking on this challenge, the manufacturing and construction industries are also facing similar challenges to us.

We have recognised the world of work has changed and our business needed to adapt. In 2022 we introduced smart working – the opportunity to work flexible hours from different locations, including from home.

We continue to pay fairly and equitably for work of equal value and not let gender influence our decisions.

At Portakabin, we are committed to developing a culture that celebrates difference and values everyone's contribution. Nurturing our talent by providing a broad range of internal development routes remains a top priority for us.



Dan Ibbetson
CEO, Portakabin



UNDERSTANDING THE GENDER PAY GAP

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.

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 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.

DEFINING THE TERMINOLOGY

MEDIAN PAY GAP

The median is the midpoint. It's the middle value of the hourly rates for both women and men when listed in order.

MEAN PAY GAP

The mean is the average. In this case, it's the total of all hourly rates, divided by the number of employees.



Under the UK Government’s Gender Pay Gap reporting regulations, all employers in the UK with 250 or more employees must report their gender pay gap. A breakdown of Portakabin only data, which forms our statutory declaration, is provided on pages 4 and 6.

GENDER PAY GAP IN HOURLY PAY AND BONUS PAY

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	8.4%	11.8%
BONUS PAY	25.0%	12.4%

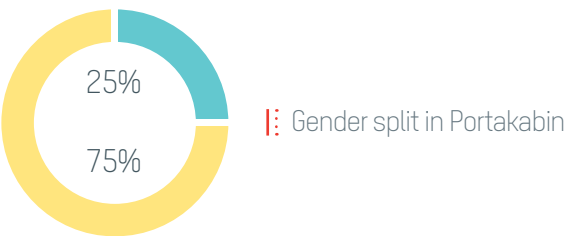
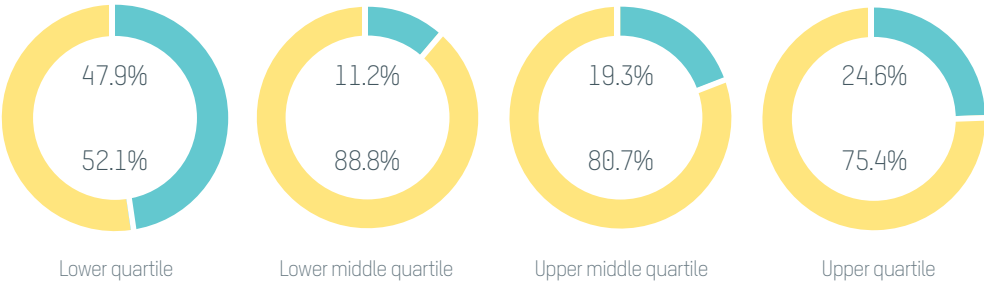




DISTRIBUTION OF EMPLOYEES ACROSS PAY QUARTILES

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

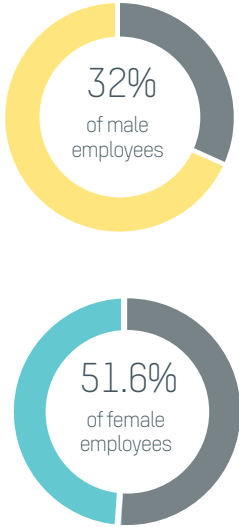


PROPORTION OF EMPLOYEES WHO RECEIVED A BONUS

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.

Male Female



The table below shows our reported figures for Portakabin, as well as combined results for Portakabin Ltd, Portakabin Site Accommodation and Portakabin Scotland.

	GENDER PAY GAP (%)		GENDER BONUS GAP (%)		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 LTD 2022	8.4	11.8	25.0	12.4	32.0	51.6	52.1	47.9	88.8	11.2	80.7	19.3	75.4	24.6
INCLUDING SUBSIDIARIES 2022	8.2	11.1	27.1	11.8	31.6	52.6	56.6	43.4	85.7	14.3	81.0	19.0	75.1	24.9



WHY WE HAVE A GENDER PAY GAP

The overall gender pay gap at Portakabin is driven by lower representation of women across the whole organisation.

25% of our employees are women and this is much lower in leadership positions.

To support our employees and become a more attractive employer for all genders we operate smart working - the opportunity to work flexibly, both in terms of timing and location.

Our employees benefit from our family friendly policies and our approach to working flexibly. We recognise that individuals, at all stages of their careers, are at their best at work when they can achieve an appropriate balance between work and other aspects of their lives.

We are introducing a Women's Network in the UK to enable employees to network, share experience and facilitate broader input and learning into how we can support women to thrive and progress their careers.

We know that to further reduce our pay gap we must attract more women into the roles historically held by men. We are recruiting more women into apprenticeship, graduate and leadership roles and will continue to increase awareness of the different roles and opportunities across our organisation.



Kim Panton
People and
Culture Director
Portakabin



Dan Ibbetson
CEO
Portakabin



