

Off-site construction generates up to 90% less waste sent to landfill

GENDER PAY GAP REPORT 2023



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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 attract more women into our business, creating a culture of inclusivity where everyone can reach their potential.

Construction and manufacturing traditionally attract more male employees. The gender composition of our employees is 74% male and 26% female, and 98% of all operative roles are performed by male employees. Attraction, development and promotion of female employees is a challenge for manufacturing and construction industries.

While we continue to pay fairly and equitably for work of equal value and not let gender influence our decisions, we realise that today we have a higher number of male employees in management and leadership roles.

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 and career opportunities remains a top priority for us.



Dan Ibbetson  
CEO, Portakabin





## UNDERSTANDING THE GENDER PAY GAP

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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

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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\*

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Mean and median bonus gender pay gap\*

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Proportion of males and females who receive a bonus

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Distribution of males and females across pay quartiles

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\* 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

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### **MEDIAN PAY**

The median is the mid point of all hourly rates listed in order and calculated for all jobs performed by men and all jobs performed by women separately.

### **MEAN PAY**

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

### **PAY GAP**

It is a measure of the difference in the median and mean pay received by men and women. The presence of a Gender Pay Gap does not automatically give rise to any equal pay matters but is more of an indicator of the gender diversity across all jobs.



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.

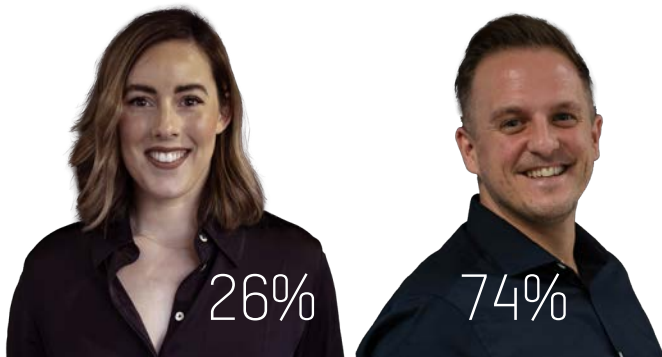
## GENDER PAY GAP IN HOURLY PAY AND BONUS PAY

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	6.8%	7.9%
BONUS PAY	29.3%	10.9%

Gender split in Portakabin



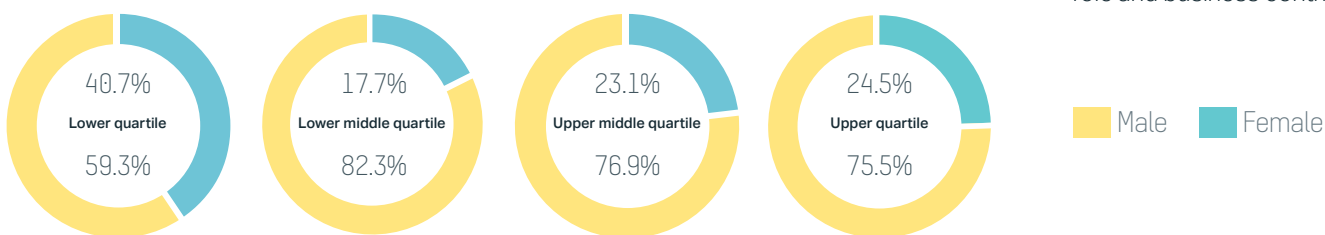




## DISTRIBUTION OF EMPLOYEES ACROSS PAY QUARTILES

This chart shows proportion of men and women in each pay quartile. The lower quartile representing lowest earners. As in many other organisations within our industry, we have more men in higher paying skilled or management roles, while more women perform administrative types of roles that attract lower earnings in the market.

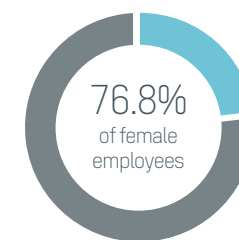
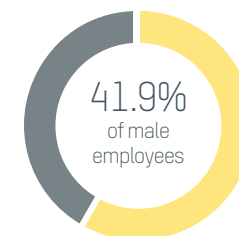
∴ % of male and female employees in pay quartiles



## PROPORTION OF EMPLOYEES WHO RECEIVED A BONUS

Participation in the bonus and commission scheme within our company is dependent on the role and job level, so the opportunity to take part in these incentive plans is equal to all genders.

Scheme rules are the same for all our employees and the targets are set for each business area reflecting role and business contribution to the overall results.



The table below shows our reported figures for Portakabin Limited, Portakabin (Site Accommodation) and Portakabin (Scotland).

**Note:** In 2022 we have reported two sets of data: Portakabin Limited (without subsidiaries) and Portakabin Limited (with subsidiaries), which included employees working in Portakabin (Site Accommodation) and Portakabin (Scotland). Both sets of 2022 data are shown below. As all our employees have a Portakabin Limited contract (including those working in SA and Scotland), from 2023 we will report combined data for all UK based employees of Portakabin Limited.

	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 2023	6.8	7.9	29.3	10.9	41.9	76.8	59.3	40.7	82.3	17.7	76.9	23.1	75.5	24.5
PORTAKABIN LTD 2022 (LIKE FOR LIKE)	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
PORTAKABIN LTD 2022 (REPORTED)	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



## WHY WE HAVE A GENDER PAY GAP

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

26% 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 have introduced 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  
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Dan Ibbetson  
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