



Charles Hughes Limited

## Gender Pay Gap Report 2025

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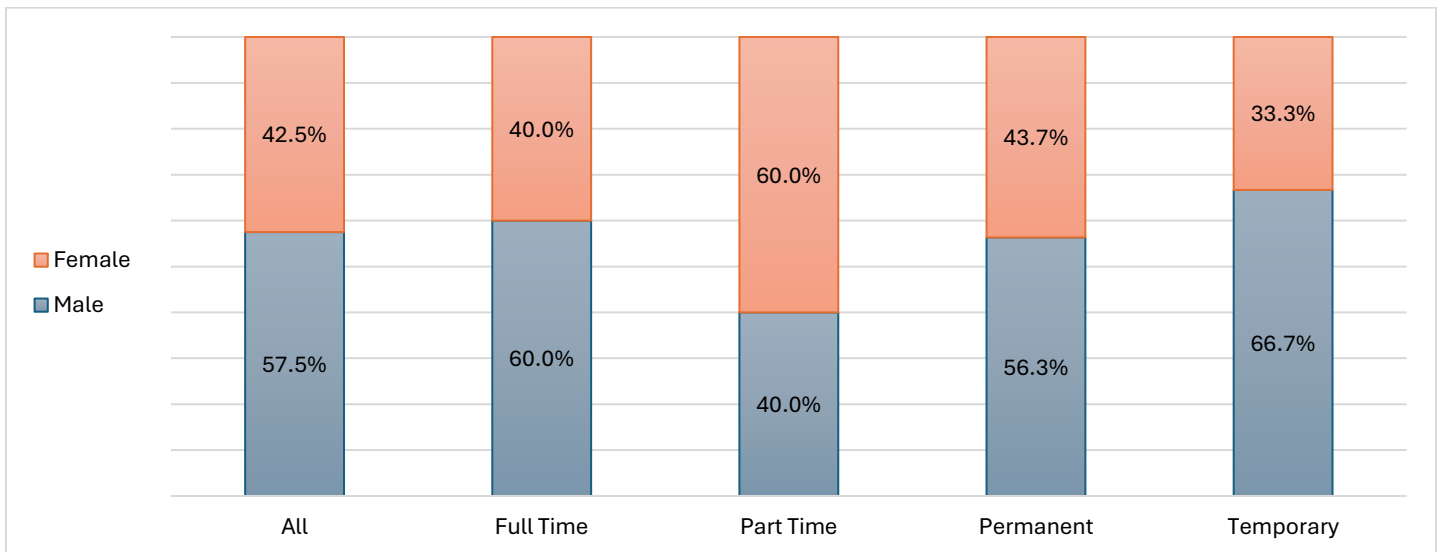
### About Charles Hughes Limited

Charles Hughes limited is part of the Portwest group of companies and is a leading manufacturer of outdoor clothing and supplier of workwear, safety wear and PPE. Charles Hughes Ltd distributes Portwest and other premium brands to over 1,200 customers in Ireland. Established in 1904, the company is a family-owned business and continues to be managed by the 3<sup>rd</sup> generation of the Hughes Family and since 2015 the 4<sup>th</sup> generation of the family has joined the business.

### Key information

#### Snapshot date

The snapshot date for the report was 29<sup>th</sup> June 2025. A headcount of all employees on this date was carried out and the gender pay information was calculated based on those employees' remuneration between 30<sup>th</sup> June 2024 and 29<sup>th</sup> June 2025.





**Charles Hughes Limited**

**Key Metrics**

Mean Hourly rate

	<b>Mean Hourly Gap %</b>
<b>Overall Employees</b>	-19.5%
<b>Part Time Employees</b>	-134.4%
<b>Temporary Employees</b>	-54.2%

Median Hourly rate

	<b>Median Hourly Gap %</b>
<b>Overall Employees</b>	-10.1%
<b>Part Time Employees</b>	-89.4%
<b>Temporary Employees</b>	-50.7%

Bonus

	<b>In receipt Bonus %</b>
<b>Male</b>	65.2%
<b>Female</b>	73.5%

	<b>Gap %</b>
<b>Mean Bonus</b>	-124.3%
<b>Median Bonus</b>	0.0%

BIK

	<b>In receipt BIK %</b>
<b>Male</b>	58.7%
<b>Female</b>	70.6%

Quartiles

<b>Lower Quartile</b>		<b>Middle Quartile</b>		<b>Upper Middle Quartile</b>		<b>Upper Quartile</b>	
<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>
65%	35%	55%	45%	60%	40%	50%	50%



## Charles Hughes Limited

### Overview

At Charles Hughes Limited we pride ourselves on being an equal opportunity employer. We ensure fair hiring practices, internal mobility and career progression based on skills and cultural fit, without regard to gender.

Regular pay audits, benchmarking and competitive pay reviews form an important part of our reward process, helping us maintain best practice across our pay approach. Based on the metrics assessed, all results showed a negative gap, indicating no favourable position towards male employees.

Many senior roles within Charles Hughes Limited are held by women, which further reflects the absence of any bias towards male employees. Remuneration is based solely on recognising service and performance, with no link to gender. Certain bonuses are awarded to the field sales team based on achieving defined performance targets. These targets are tied to measurable business outcomes and individual results.

In addition the Directors provide a discretionary Christmas gift to employees, which is categorized as a bonus for the purpose of the Gender Pay Gap report. This gift is awarded based on length of service and levels of responsibility rather than gender. As eligibility is determined by service and responsibility, the outcome may vary each year and may appear to favour the gender that is more highly represented within the eligible group. This variation is outside of our control and does not reflect any gender-based decision making.