

### About Portwest

Portwest is a global manufacturer and innovator of workwear, safety wear and PPE. Established in 1904, Portwest today has a global distribution network and customer service staff in over 130 countries. The company is a family-owned business and continues to be managed by the 3rd generation of the Hughes Family and since 2015 the 4th generation of the family have joined the business.

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### Key Metrics and Findings

- Representation in Roles:

Quartile	% Male	% Female
1	43%	58%
2	25%	75%
3	40%	60%
4	43%	58%
All	38%	63%

This role representation data forms the basis of GPG metrics outlined in this report and will give context to the explanatory notes for each area.

- Median Gender Pay Gap:  
The median hourly earnings of female employees are **8.3% higher** than male employees.

	Median All	Median PT	Median Temp
Gap	-8.3%	-5.2%	5.1%

- Mean Gender Pay Gap:  
The mean (average) hourly earnings of female employees are **11%** lower than male employees.

	Average All	Average PT	Average Temp
Gap	11.1%	-87.3%	22.3%

**Contract Status: Part-Time & Temporary:**

The F:M ratio across part-time roles is 9:1, significantly impacting the GPG for this group (-87.3% in favour of females). See “Average PT” above. Many of our female part-timers have long tenure and hold more senior level positions, where our 1 male employee is a non-executive position.

While the temporary workers (fixed-term contracts) category at Portwest generally includes junior level staff short-term interns, graduates and junior staff, for the year 2024/2025, this also includes a number of more senior male employees on temporary contracts.

- Mean Bonus Pay Gap:

The mean bonus pay for women is 57.48% lower than for men.

	Mean Bonus per Hour
Gap	57.5%

**Contributing Factors:**

In this category, there are 2 field sales employees, both of whom are male. Field sales is structured by a basic salary + growth bonus, thus widening the gap in this category. A discretionary gift to employees from Directors at Christmas time falls under the category of ‘bonus’ for the purposes of the GPG report. This gift is based on **service and job level**, not gender. This is outside of our control and will swing in favour of the higher represented gender in the eligible category, year on year.

- Median Bonus Pay Gap:

	Median Bonus per Hour
Gap	0%

- % Bonus Breakdown:

	% Receiving Bonus
Male	20%
Female	20%

- % BIK breakdown:

	% BIK
Male	83.3%
Female	87%



## Overview - Portwest Gender-Neutral Policies & Practices

At Portwest we pride ourselves in being an equal opportunity employer, ensuring equitable 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 are an integral part of our reward process, ensuring best practice processes are embedded within our pay philosophy.

Men and women are equally represented at senior level, which demonstrates that female employees are afforded equal opportunity for advancement.

Our Learning & Development (L&D) policies, leadership development programs and grade progression structures encourage planned career progression for those who want to grow within the organisation. Leadership training and mentorship programs are conducted on a yearly basis providing annual opportunities for our future leaders, male and female, to enroll.

Through our flexible working policies, we provide gender neutral flexible work arrangements for employees.

Policies are regularly reviewed to ensure adherence by all involved in either hiring or team development and are designed to avoid unconscious bias. HR guides heads of department in managing promotions and career advancement, ensuring that every staff member has a place within our career progression framework, has access to bi-annual performance reviews, and regular opportunities for discussions relating to personal growth goals.

Promotion opportunities are formally reviewed twice per year, and ad hoc where opportunities arise through company expansion or the need to fill a vacated post at a more senior level. All posts are advertised internally.

An internal remuneration committee comprising directors ensures transparency and fairness in pay structures at executive level.

A HR response team comprising of the MD, two family Directors, a non-family Director and Group Head of HR, ensures pay equity at non-executive levels.

The HR team (comprising of Talent Acquisition, Learning & Development and People Operations Management functions) monitors adherence to all policies driving equity in recruitment, performance reviews, career progression, coaching, learning & development and ensures that all roles are advertised internally encouraging internal mobility and progression.

#### Conclusion

The **Gender Pay Gap median of -8% and average of 11%** reflects the impact of unique factors, such as sales personnel, the inclusion of atypical temporary, part-time roles, our maternity benefits & the 62.5% Female versus 37.5% Male share of total headcount. Portwest will continue to recruit based on suitability, promote based on ability and reward based on performance.