



PORTMEIRION GROUP

About us

Portmeirion Group has a very clear vision:

“To be a leading force in the global homeware sector focused on growing our great brands. We aim to achieve this strategically through sustainable revenue growth and continued product development across our six established homewares brands.”

Building a diverse workforce and maintaining an inclusive workplace is vitally important to us achieving our strategic vision and is an integral element of our company values. We believe that this is crucial in helping us to grow and attract the talent of today and beyond.

Our brands

Portmeirion Group has six major brands – Portmeirion, Spode, Royal Worcester, Pimpernel, Wax Lyrical and Nambé. Collectively, these brands have been favoured by our customers for more than 750 years, and we continue to invest and grow these brands via both line extensions to existing ranges and new complimentary lines.



PORTMEIRION™

Spode.

ROYAL
WORCESTER®
1751-1979-1999

pimpernel

W
WAX LYRICAL
ENGLAND

nambé

Our Gender Pay Gap

We are committed to fostering a transparent and fair working environment, rewarding employees based on their performance. We strive to eliminate any gender bias in our pay and remuneration systems and understand that equal pay between males and females is a moral obligation and a legal right in accordance with the Equality Act 2010. As a business we regularly monitor equal pay internally to ensure that both male and female employees are remunerated appropriately.

We have conducted the analysis below in accordance with the Equality Act 2010 Gender Pay Gap Information Regulations which came into effect in April 2017 (the "Regulations").

Portmeirion Group UK Limited is the main operating subsidiary of Portmeirion Group PLC. It is the only UK Company within the Portmeirion Group that employs over 250 people and therefore the only company required to report under the Regulations.

The statements and figures in this report relate solely to Portmeirion Group UK Limited (the "Company").

The figures for this year are not representative of a usual reporting period; at the time the snapshot was taken in the first Covid-19 UK national lockdown, less than 20% of our typical workforce were at work, the remainder were placed on furlough and as a result are excluded from the calculations.

Pay gap based on 5th April 2020 snapshot date



Mean pay gap 24.5%

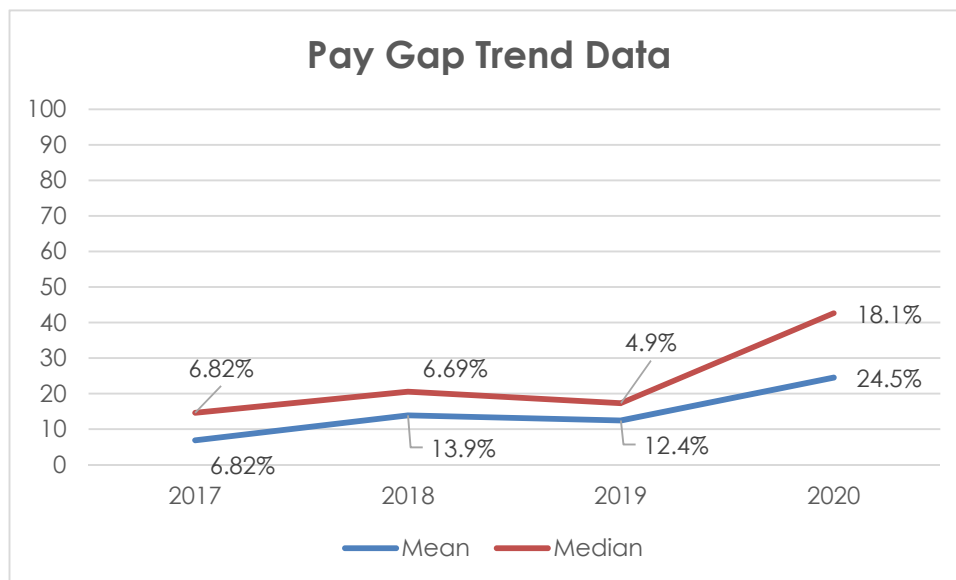


Median pay gap 18%

It is important to note that the pay figures used in the calculations are recorded after deductions for any salary sacrifice arrangement, as stipulated by the Regulations.

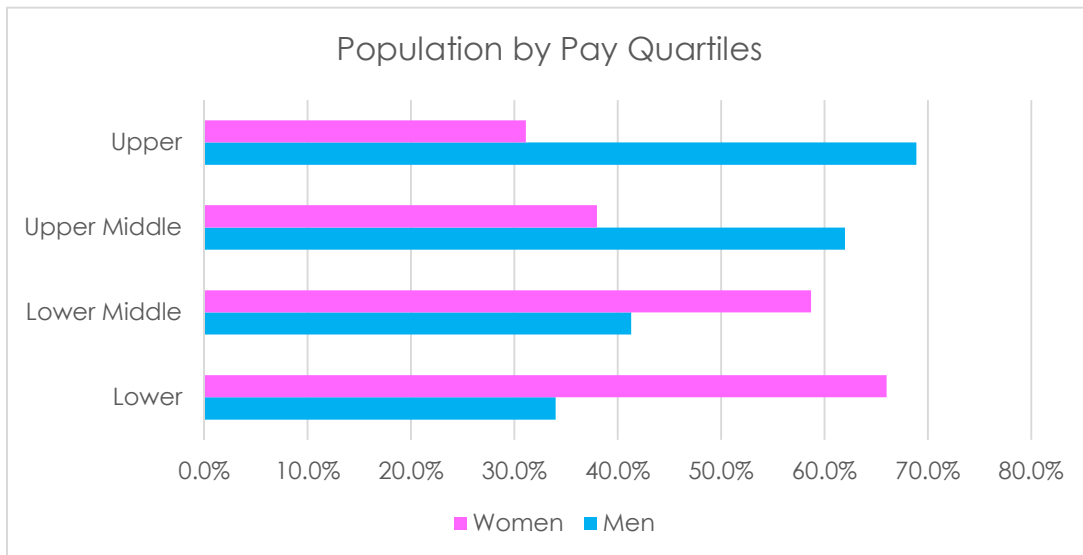
The Company gives employees the option to enter into salary sacrifice agreements for tax efficient pension savings and the provision of childcare vouchers. The resulting effect is that the pay used for the purposes of calculating the gender pay gap is significantly reduced for employees electing an element of salary sacrifice. Our analysis of the gender pay gap shows that this has an effect on our figures as we have a greater number of female employees making use of salary sacrifice arrangements than male employees.

There is some flexibility in the level of salaries paid to employees particularly in management roles, as this is dictated by knowledge, skills and experience, as well as market conditions. Gender is never a factor in how much we pay our employees.

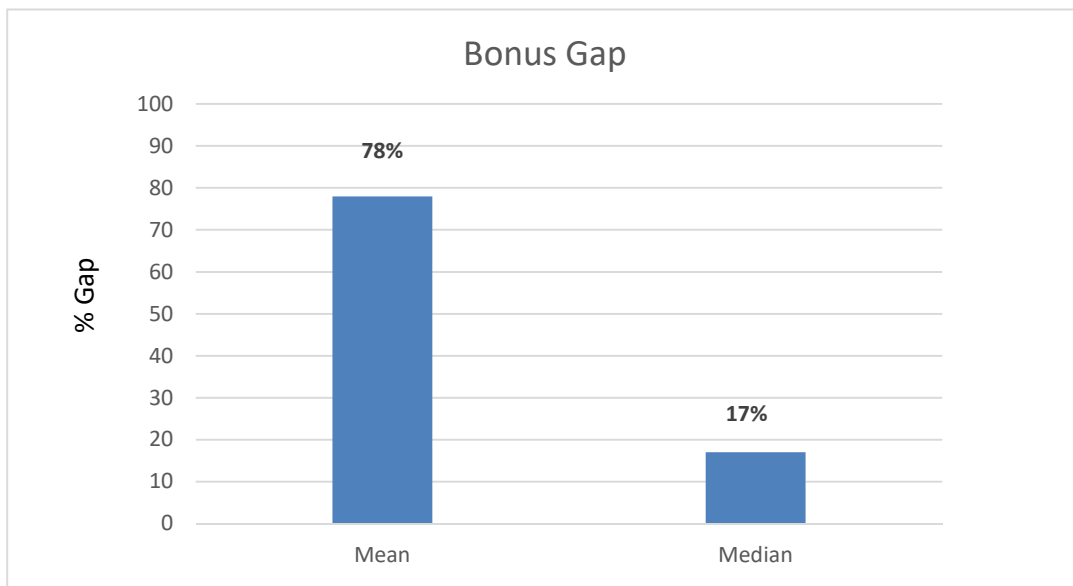


Proportion of male and female employees by quartile pay

	Male	Female
Upper Quartile	68.9%	31.1%
Upper Middle Quartile	62%	38%
Lower Middle Quartile	41.3%	58.7%
Lower Quartile	34%	66%



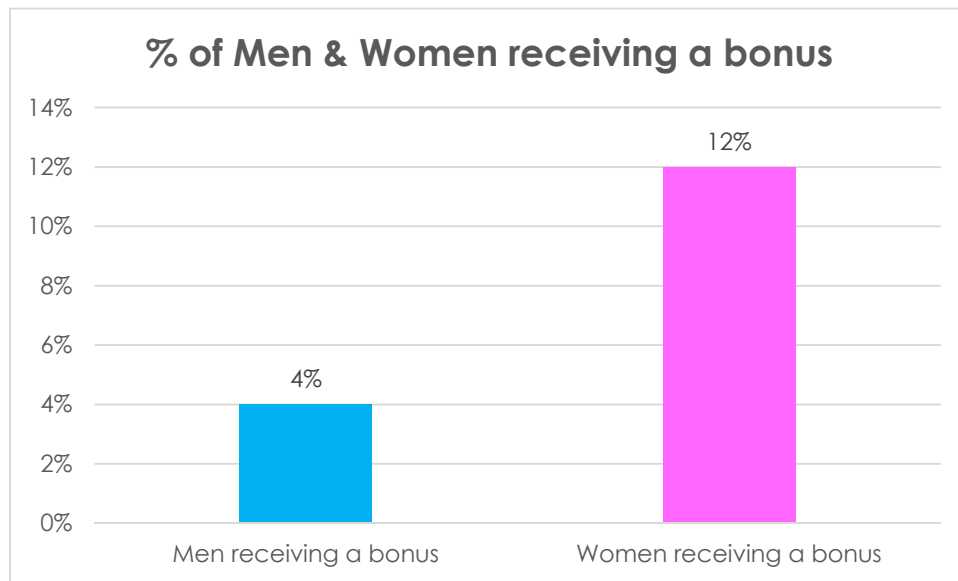
Bonus gap based on 12 months preceding 5th April 2020



The mean bonus gap is primarily driven by the elements of incentives that are included within the calculations, for example only the most senior employees participate in share scheme incentives which deliver a taxable gain and is part of “bonus” as defined by the Regulations.

As reflected in the pay quartile figures, there are more male employees within Portmeirion Group UK’s Board of Directors and Senior Management team than females. Employees at such senior positions are rewarded by different levels of incentives, including participation in share schemes and incentive structures directly linked to Group results and yielding higher incentive payments than the average employee.

Proportion of employees receiving a bonus



The figures above represent the fact that our retail sector, for which incentives relating to store performance are paid, these positions tend to be more attractive for females and as a result, more female employees received a bonus in the year to 5th April 2020 than males.

The provision of certain welfare benefits for our team members is key to our remuneration policy and therefore every employee is eligible for a significant level of life cover, health care, employer pension contributions, and all receive annual holiday entitlement in excess of their statutory entitlement. Annual incentives, on which the bonus gap reporting is based, are only one element of our employee reward package.

Our commitments

Portmeirion Group is committed to diversity and inclusion in all parts of our workforce and believe that this equality should be supported through fair pay. We support reward and recognition schemes within the Company and Group as a whole.

Our commitments are evidenced by our Investors in People Platinum accreditation. This is the highest accolade that can be achieved against the IIP standards and is currently held by only 4% of accredited organisations. This demonstrates our commitment to high performance through good people management practices and decision making.

INVESTORS IN PEOPLE[®] **We invest in people** Platinum



The Company has an equal balance between male and female employees, with females representing 53% of the workforce.



Women represent 55% of all management positions in the business

Portmeirion Group is committed to the development of all of our teams through the provision of supported on-the-job learning through to formal qualifications. At the time of writing this report, there were 32 colleagues undertaking formal management development qualifications of which 17 were female and 15 male; this supports our ethos of equal opportunities for development for all of our colleagues.

We regularly review our diversity metrics and strive to improve any gender imbalance and our remuneration policy is reviewed annually. Our Diversity and Inclusion Policy can be requested from our Human Resources Department.

We will continue to review our Company policies, procedures and practices to ensure that, so far as possible, we offer flexible working hours and shift patterns and opportunities for part-time working.

We have a robust recruitment policy which stipulates that the Company will recruit, train and reward based on merit and provide opportunities for our employees to fulfil their ambitions regardless of gender or any other protected characteristic.

We hope to return to reporting positive overall progress in our gender pay gap figures next year with the calculations used including our wider workforce.

This statement confirms that the published information is accurate at the time of publishing.



Samantha Pearce

Human Resources Director – Portmeirion Group UK Limited

30 September 2021