



PORTMEIRION GROUP UK Limited

Gender Pay Gap Report - March 2022

PORTMEIRION GROUP

About us

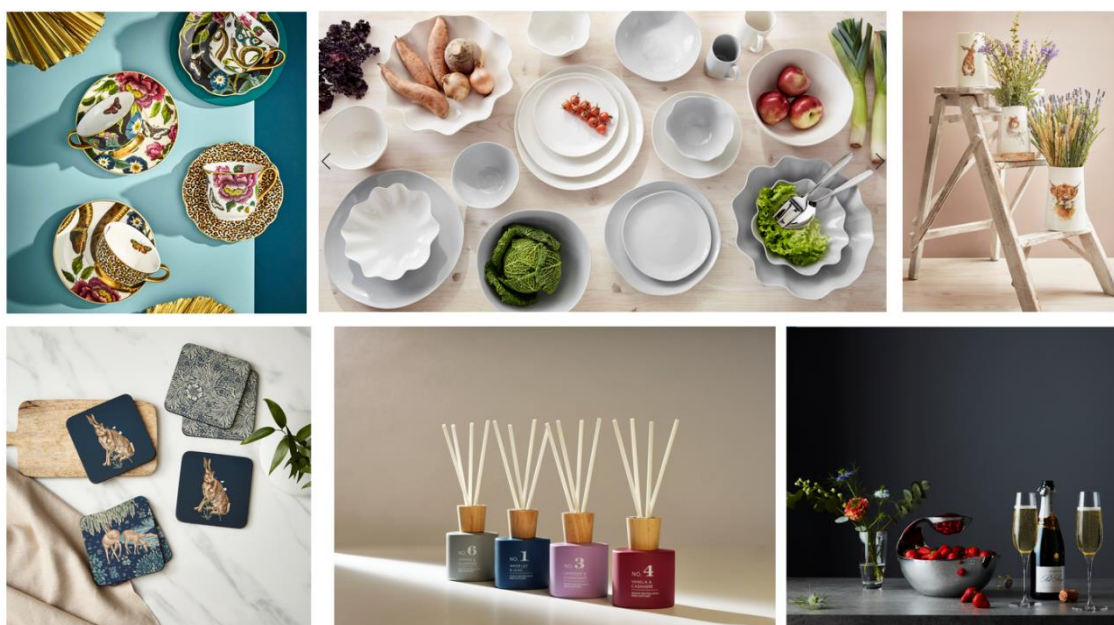
Portmeirion Group has a very clear vision:

“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 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®
ESTABLISHED 1751

pimpernel.

W
WAX LYRICAL
ENGLAND

nambe®

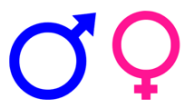
Our Gender Pay Gap

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.

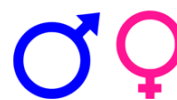
We have conducted the analysis below in accordance with the Equality Act 2010 Gender Pay Gap Information Regulations which came into effect in April 2017 (the "Regulations").

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").**

Pay gap based on 5th April 2021 snapshot date



Mean pay gap -4.9%

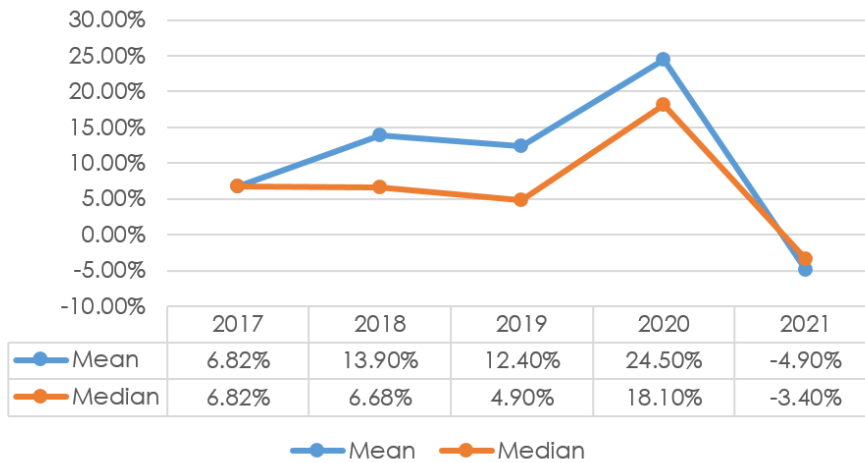


Median pay gap -3.4%

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. 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.

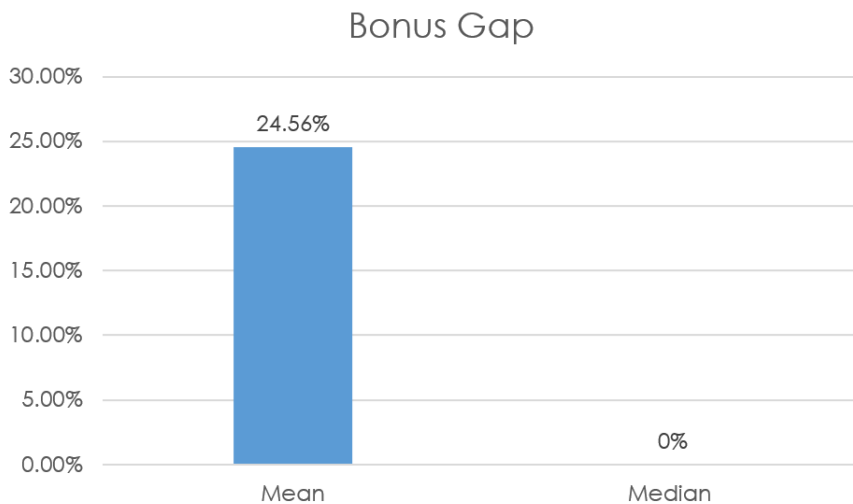
Gender Pay Gap Trend Analysis



Proportion of male and female employees by quartile pay

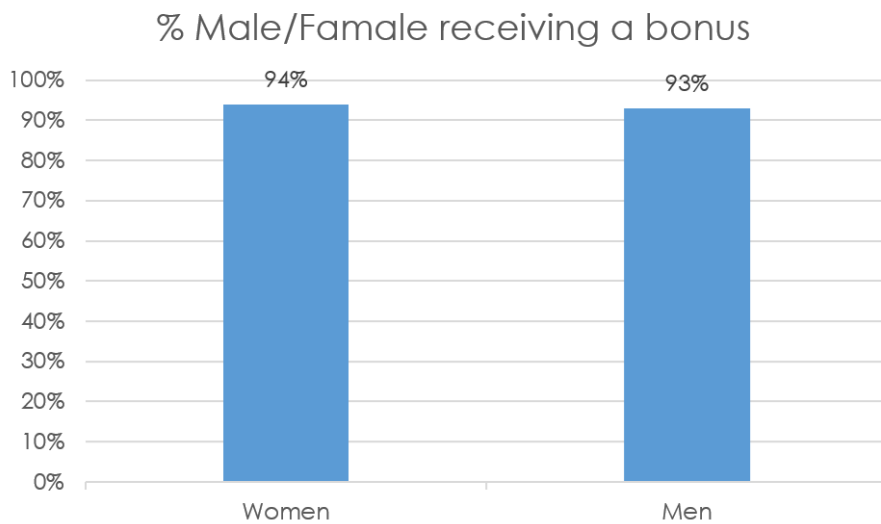
	Male	Female
Upper Quartile	49.18%	50.82%
Upper Middle Quartile	52.94%	47.06%
Lower Middle Quartile	57.14%	42.86%
Lower Quartile	53.78%	46.22%

Bonus gap based on 12 months preceding 5th April 2021



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. 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.

Proportion of employees receiving a bonus



Our commitments

Portmeirion Group prides itself as being a company with an open culture, putting its people at the forefront of everything it does, with high employee engagement and a consultative approach. This is demonstrated by the high levels of innovation that take place across the organisation. In 2021, we achieved Platinum status in our Investors in People reaccreditation. We are exceptionally proud of our Platinum status as this demonstrates our commitment to our people practices and continued development and recognises the importance of our Social responsibility – to our people, our communities, our customers, our suppliers, our shareholders and other third parties. We appreciate we do not exist in isolation and that our success depends on building

successful relationships with all our stakeholders; based on respect, trust and mutual benefit.

As a Group we recognise and value all forms of diversity in our employees and endeavour to promote a culture of inclusiveness in our workplace to enhance the success of our business. To this effect we have a Diversity Policy complementing our Equal Opportunities Policy. It is important to us that we monitor that diversity within our workforce is at least reflective of our local communities and that without exception our recruitment procedures and employment practices are supportive of ethnic minority groups. Our managers are required to undergo unconscious bias training where this is appropriate.

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

As the Group moved to remote or hybrid working as a result of the pandemic, there has been a noticeable improvement with regard to recruiting more senior female colleagues from a wider pool of talent. The Group will be carrying on with arrangements that improve the work-life balance for its employees regardless of social status and gender. Training, development, and working environment. Developing talent and supporting diversity across our business helps to ensure we have the best teams who are motivated to deliver our goals. The Group provides a number of learning and development opportunities across all areas of the business to ensure that our employees have all the necessary skills to competently perform their roles.

Recognition and engagement are key to the retention of our employees is recognising and rewarding their hard work. Our reward strategy aims to provide a package that offers competitive pay and distinctive benefits. We are committed to paying the National Living Wage and all of our employees are offered membership to our Group personal pension plan, which provides employer contributions for all members. In addition all employees are included in generous life cover and healthcare policies.



Women represent 75% of all promotions during 2021 in the Company

During 2021 we were accredited with the Workplace Wellbeing Charter; a certification that demonstrates our commitment to the health and wellbeing of our colleagues.



We regularly review our diversity metrics and strive to improve any gender imbalance and our remuneration policy is reviewed annually. 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.

Our Diversity and Inclusion Policy can be requested from our Human Resources Department.

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.

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

A handwritten signature in black ink that reads "S Pearce". The signature is written in a cursive, flowing style.

Samantha Pearce

Human Resources Director – Portmeirion Group UK Limited

30 March 2022