

PORTMEIRION GROUP
UK Limited

Gender Pay Gap Report – March 2023

About us

Portmeirion Group is a purpose-driven business with heritage and community at our core. We have a responsibility to our employees, customers, communities and the people that bring our products into their homes, and we work hard to reflect this in everything that we do.

Our business and brands have a global reach and strong history. They are grounded in family values, craft, and a commitment to making beautiful products that bring people together and are passed from generation to generation. We build our global business in a way that evolves this heritage to safeguard the next generation; combining the best of the past with today's innovations and designs to make our business as good as it possibly can be and create a positive legacy for the future, for our employees, communities, customers and the environment.

We are invested in our people, they are our core asset. The Group considers itself as a good and caring employer, affirmed by high employee engagement scores and with a workforce that represents the communities within which we operate. From our latest engagement survey 84% of respondents confirmed that they were happy working for the Group.

Our UK Stoke-on-Trent business continued to be accredited with the NHS Workplace Wellbeing Charter; a certification that demonstrates our commitment to the health and wellbeing of our colleagues and this remains an absolute priority for the Group.

Portmeirion Group prides itself with having 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 Platinum status in our Investors in People reaccreditation for both trading entities in our UK division and during 2022 we continued to further improve our people practices. We are exceptionally proud of our Platinum status as this demonstrates our commitment to our people practices and continued development.

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.



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”).**

Our gender pay gap data (based on 5th April 2022 snapshot date)

	2017	2018	2019	2020	2021	2022	UK Average 2022
Mean Pay Gap	6.82%	13.9%	12.4%	24.5%	-4.9%	7%	13.9% _†
Median Pay Gap	6.82%	6.68%	4.9%	18.1%	-3.4%	9.26%	14.9% _†

_† Office for National Statistics provisional 2022 data from the Annual Survey of Hours and Earnings and based on full-time and part-time figures. Data taken from the reports in January 2023.

www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables

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.

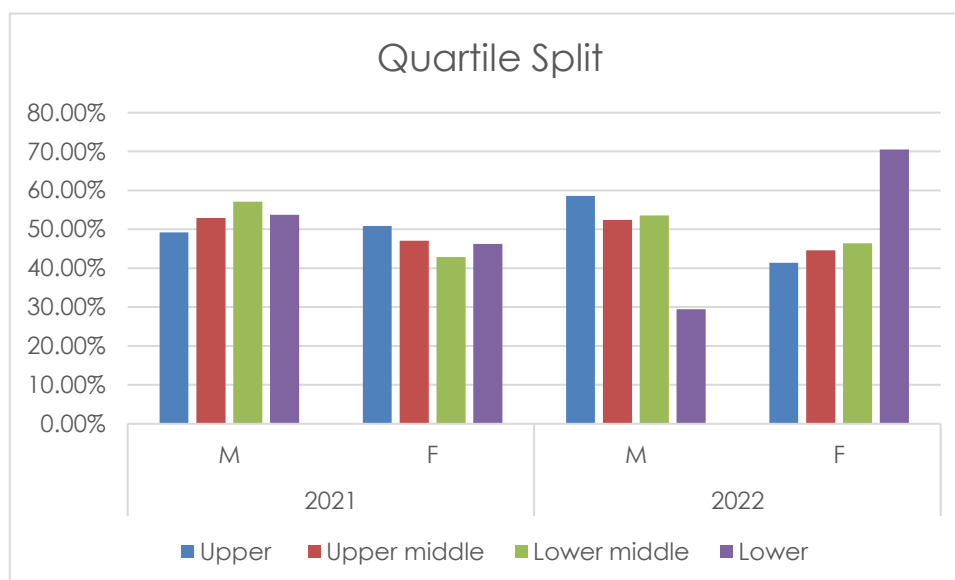
There is some flexibility in the level of salaries paid to employees particularly in management roles, as this is dictated by knowledge, skills and experience, as well as market conditions. Gender is never a factor in how much we pay our employees.

What affects our gender pay gap?

- We employ almost 100% female colleagues in our retail division which tends to be in roles which are paid at national minimum wage rates and have more flexibility in terms of working hours.
- Enhanced premiums are paid in addition to base pay rates for shift patterns that include unsociable hours as standard i.e. night shift patterns and those that include weekend working - this is a significant element of overall pay; these roles are occupied by predominantly male colleagues.
- In 2022, we introduced output related incentive pay of which the majority of payments made were earned by male colleagues (incentive payments are also paid during periods of overtime for which male colleagues work more of than female).

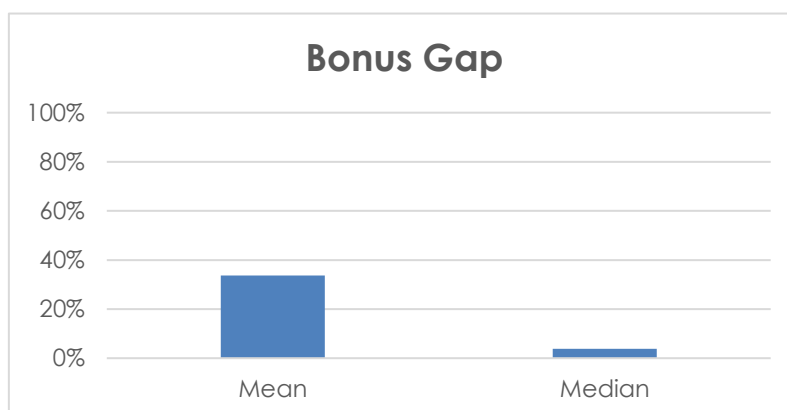
- The Company gives employees the option to enter into salary sacrifice agreements for tax efficient pension savings and the provision of childcare vouchers. The resulting effect is that the pay used for the purposes of calculating the gender pay gap is significantly reduced for employees electing an element of salary sacrifice.

Proportion of male and female employees by quartile pay



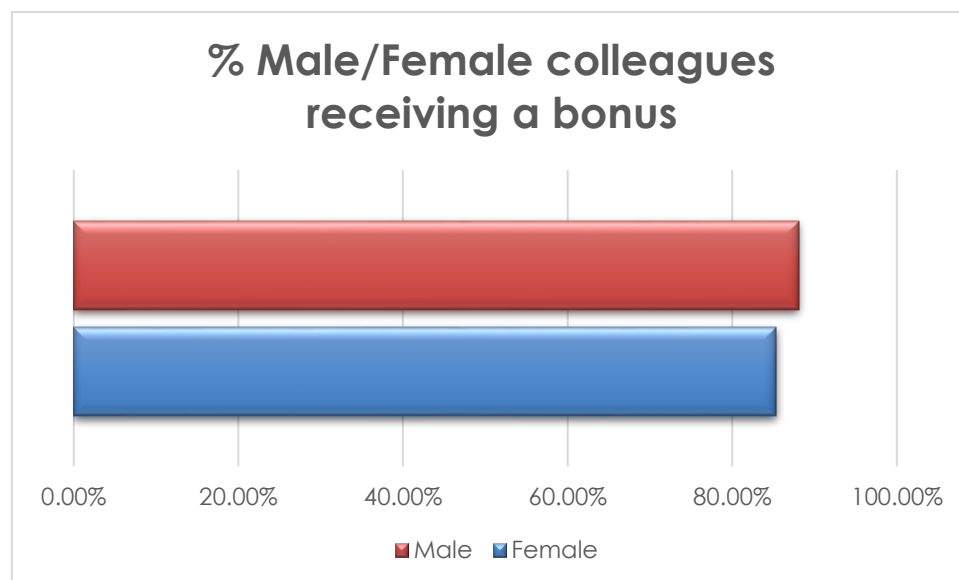
	Male	Female
Upper Quartile	58.57%	41.43%
Upper Middle Quartile	52.4%	44.6%
Lower Middle Quartile	53.57%	46.43%
Lower Quartile	29.5%	70.5%

Bonus gap based on 12 months preceding 5th April 2022



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.

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As the Group moved to remote or hybrid working as a result of the pandemic, there was 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 as 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 60% of all promotions during 2022 in the Company

During 2022, we continued to be 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 dark ink, appearing to read "S Pearce".

Samantha Pearce

Global Human Resources Director – Portmeirion Group UK Limited

15 March 2023