



# GENDER PAY GAP REPORT

APRIL 2025





# CONTENTS

**Gender Pay Gap Reporting**

Gender Pay Gap (GPG) Explained

The Report

The Calculations

**Gender Pay Gap Results – April 2025**

Pay Gap

Bonus Gap

Percentage (%) Of Total Employees Who Received a Bonus By Gender

Proportion (%) By Pay Quartile

**Key Headlines from Results Analysis**

**Addressing the Gap – A Proactive Approach**

Commitments

Declaration – By Managing Director



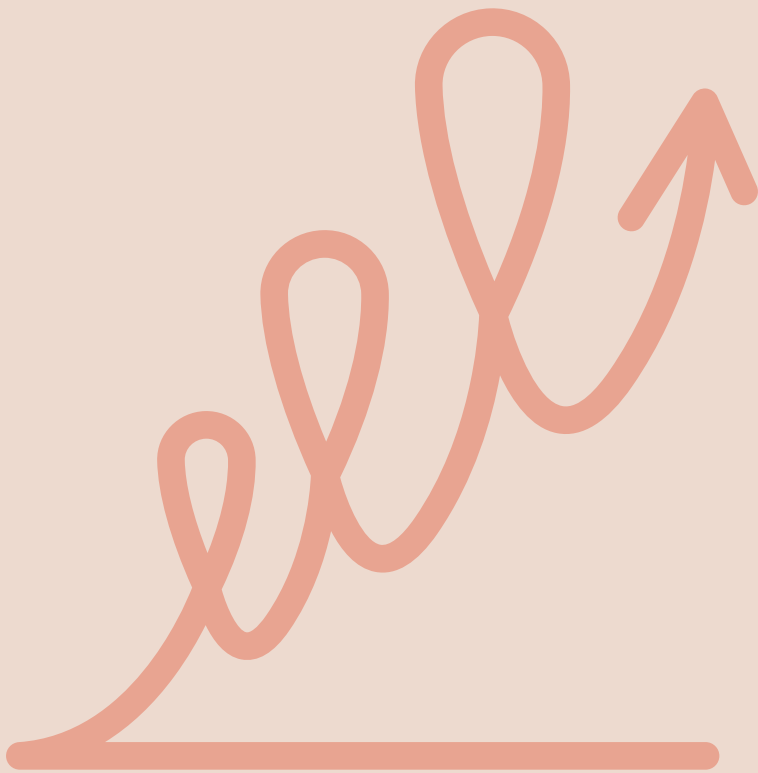


# GENDER PAY GAP REPORTING

## Gender Pay Gap (GPG) Explained

The gender pay gap is the difference in the average earnings between men and women, throughout a company, across all roles and career levels.

It is different from an equal pay comparison, which would involve a direct comparison of two people or groups of people carrying out the same, similar or equivalent work.



## The Report

UK employers with more than 250 employees are legally required to publish their gender pay gap on the 5th of April each year.

Report requirements  
This must be based on figures taken on the 5th of April each year. The specific information we are required to publish needs to include:

- ♥ Mean and median gender pay gap (based on an hourly rate of pay on 5 April 2025).
- ♥ Mean and median bonus gender pay gap (considers bonus pay received in the 12 months leading up to 5 April 2025).
- ♥ Proportion of men and women receiving a bonus payment.
- ♥ Proportion of men and women in each quartile pay band (looking at the proportion in 4 pay bands when we divide our workforce into four equal parts).
- ♥ The gender pay gap is expressed as a percentage of male earnings (e.g. women earn x% less than men).

The report gives us the opportunity to understand any gender imbalances in our workforce to address our findings.

## The Calculations

The Gender Pay Gap Reporting is defined as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of men's average hourly earnings (excluding overtime).

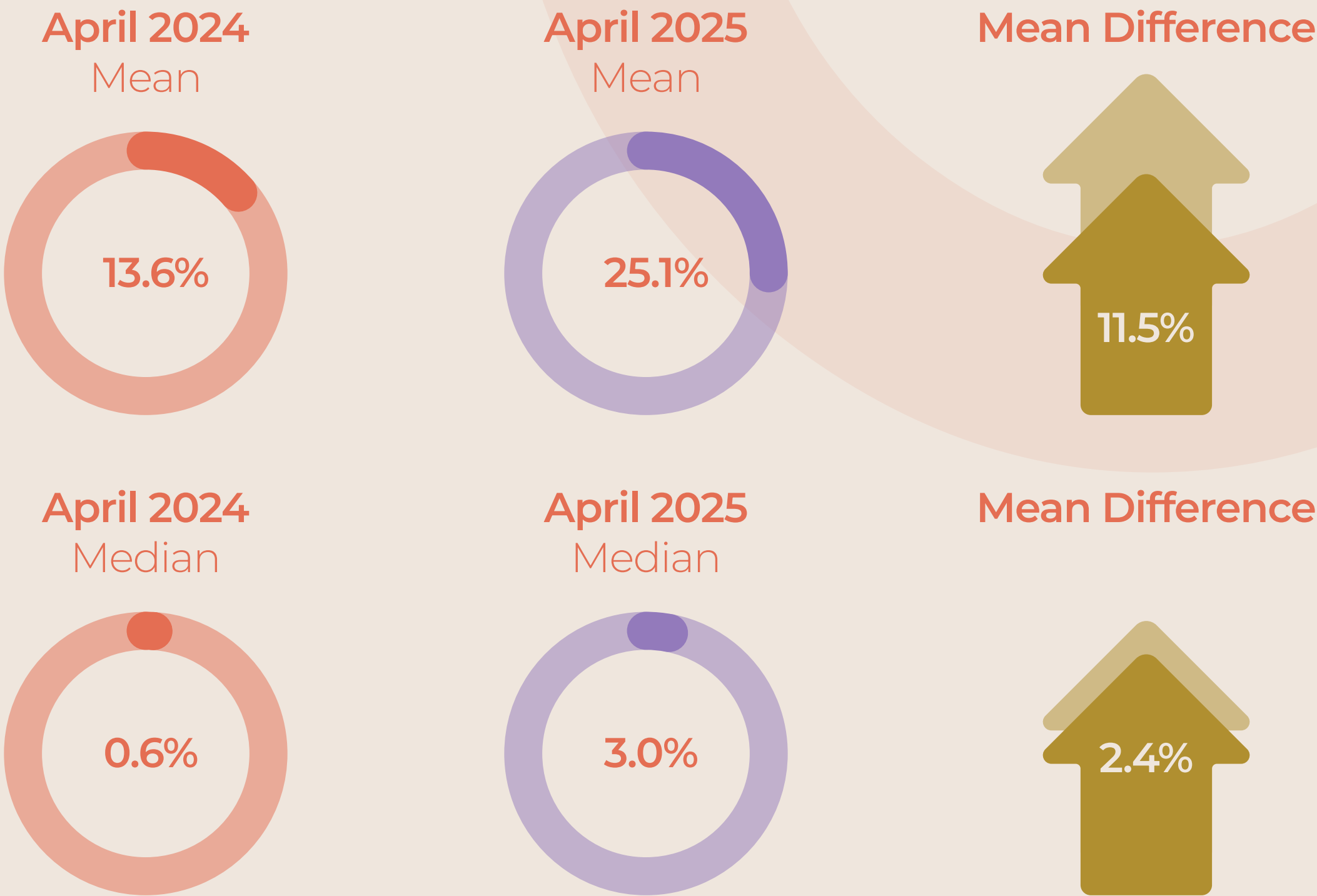
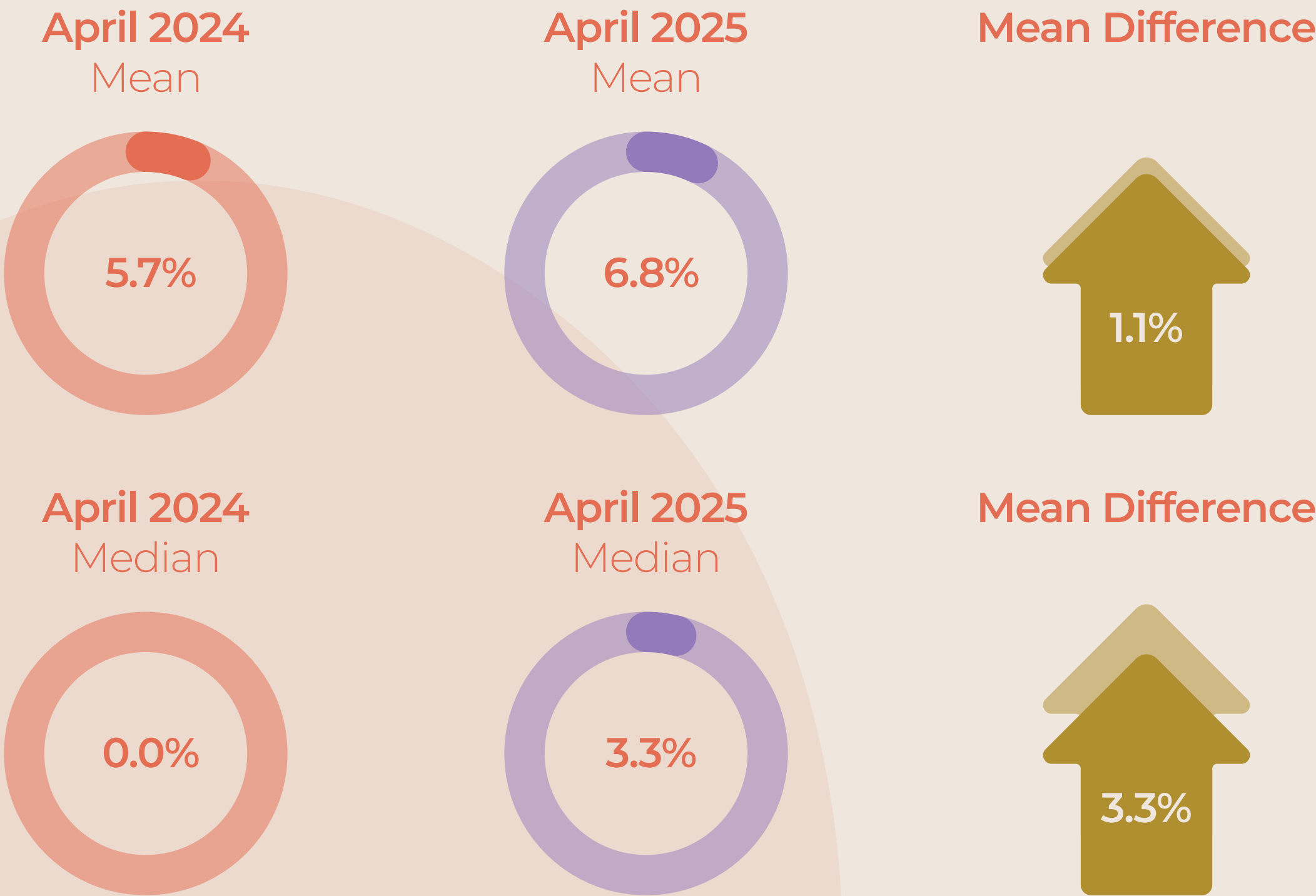
**What's included in our calculations:**

Calculations of mean and median pay and of quartile pay bands are based on data from April 2025 only, including ordinary pay and bonus pay.



PAY GAP

BONUS GAP



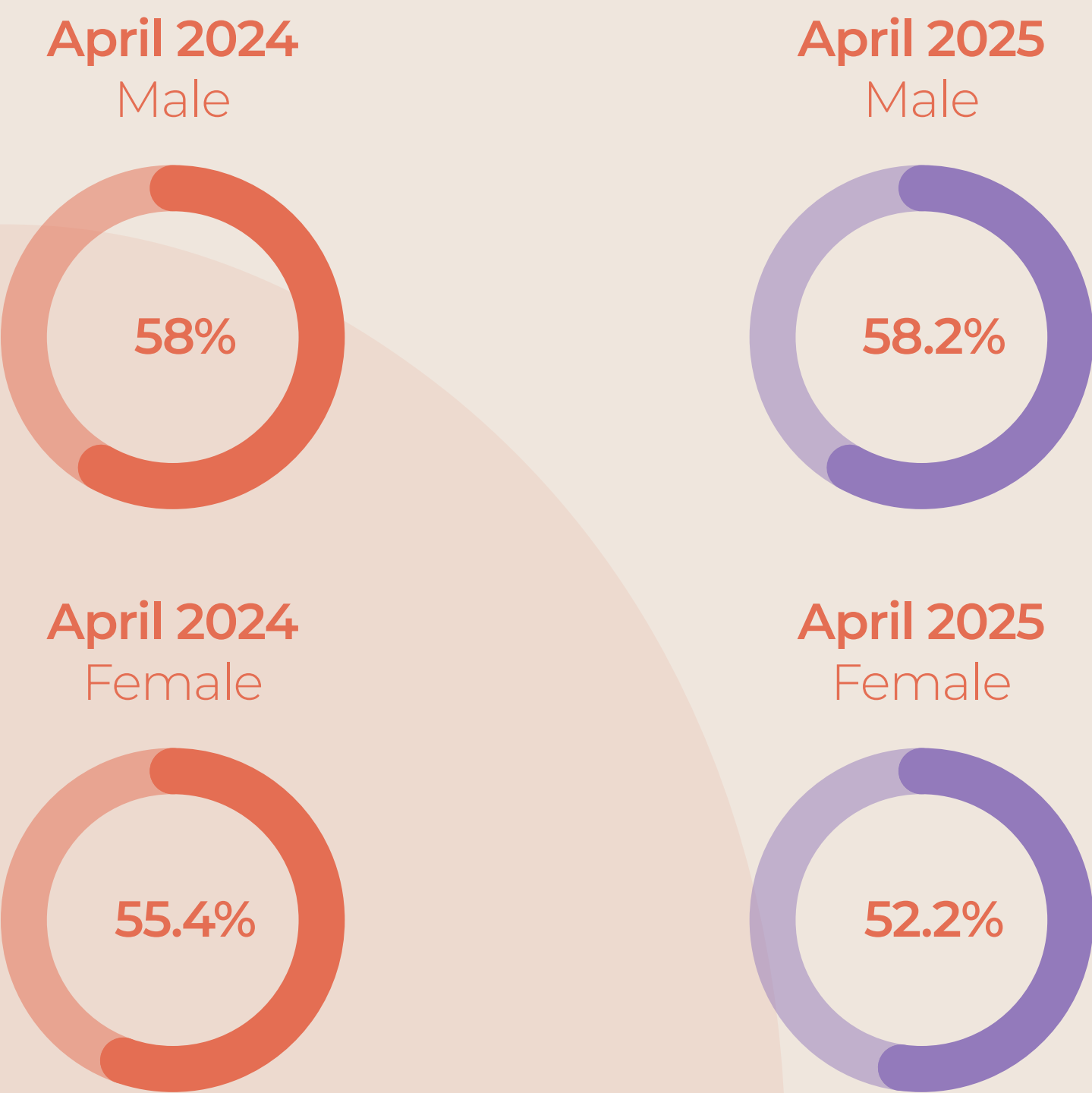
The report includes all Portico England & Wales team members who had a relevant contract of employment on this date. Our data represents our population of 73% female and 27% male (April 2024), including 1029 people.



**\*Mean GPG** - The difference in the average hourly pay for women compared to men.

**\*Median GPG** - The difference between the hourly pay rate for the middle woman compared to the middle-man.

# BONUS RECEIVED GAP



# PROPORTION BY PAY QUARTILE

	April 2024		April 2024	
	Male	Female	Male	Female
Upper	31.6%	68.4%	22.2%	77.8%
Upper Middle	25.8%	74.2%	27.2%	72.8%
Lower Middle	32.5%	67.5%	25.3%	74.7%
Lower	21.7%	78.3%	33.7%	66.3%

**\*The pay quartiles** - represent the pay rate from the lowest to the highest of our workforce, this is then split into four equal sized groups, with the percentage of men and women in each quartile.



# KEY HEADLINES FROM RESULTS ANALYSIS

We are committed to improving gender representation at Portico, as it is essential in fostering a diverse and inclusive workplace culture.

While we are pleased with our overall gender pay gap results for 2025, we acknowledge that our mean gender pay gap has increased slightly compared to 2024.

This gap is influenced by the presence of more high-earning male employees and differences in bonuses.

- **Mean Gender Pay Gap:** Our mean gap has increased by 1.1%, now standing at 6.8%. This change reflects the higher number of male employees in roles with higher earnings.
- **Median Gender Pay Gap:** Our median gap has grown by 3.3%, reaching 3.3%. However, the median gap is smaller, indicating that for many employees, the pay difference between male and female is more limited.
- **Mean Bonus Gap:** The mean bonus gap has risen by 11.5%, reaching 25.1%, largely due to more males in roles that typically receive higher bonuses.
- **Median Bonus Gap:** The median bonus gap has increased by 2.4%, now standing at 3%. The smaller median gap suggests that, for most employees who receive bonuses, the pay difference is less significant between male and female employees.
- **Bonus Distribution:** The percentage of males receiving bonuses has slightly increased from 58% to 58.2%, while the percentage of females receiving bonuses has decreased from 55% to 52.2%.



While we have seen some progress, we are aware that there is still work to be done to ensure equal opportunities for all employees, regardless of gender, to receive fair pay and access to bonuses. We remain committed to taking meaningful steps to address these gaps and create a more balanced, inclusive environment for everyone.





# ADDRESSING THE GAP

## A Proactive Approach



### Commitments & Action Plan

- ♥ **People Strategy** – to get closer to closing the gender pay gap, a key focus in our people plan remains to attract, recruit and retain the best talent who exemplify the Portico values and feel proud to work in a culture that provides opportunities for everyone to be their best authentic self at work.
- ♥ **Values** – our values will continue to reinforce the equity, inclusion and opportunity for all our team members, irrespective of gender and ensuring everyone is considered in terms of the value they can bring.
- ♥ **Enlight** – with our Equity, Diversity & Inclusion Employee Network Group launched in early 2024, we have 4 different areas of focus who will champion our commitment to our ESG Second Nature strategy, one of which is the Gender Equality.
- ♥ **Audit** – we will continuously review the eligibility and bonus allocation between both genders and identify roles with significant bonuses to assess gender representation within those roles.
- ♥ **Women in Leadership** – we will continue to provide a clear leadership pathway internally, specifically for women to enter and succeed in those roles.
- ♥ **Base pay and promotions** – we will monitor annual pay reviews on an ongoing basis to ensure they remain competitive in the sector. Despite challenging economic factors this year, we continue to be a Living Wage employer accredited by the Living Wage Foundation. This means all our people are paid the Real Living Wage (<https://www.livingwage.org.uk/>).
- ♥ **Benefits** – we continue to improve our employee benefits ensuring that we have enhanced family-friendly leaves to all our employees, embedding and role modelling our enhanced parent and carer support. Our new benefits provider for 2025 has been a great addition to our approach, offering a wider array of benefits as well as better visibility and clarity to what is available.



Continued... →



# ADDRESSING THE GAP

## A Proactive Approach

- ♥ **New Technology** – we are working towards launching a new HRIS system, which will enable us to have more accurate data. This will allow us to see any disparities more clearly enabling us to report on inclusion beyond genders and binary genders including ethnicity and disability pay gaps to ensure holistic diversity strategies.
- ♥ **WiHTL Member** – we continue and are proud to be active members of a hospitality industry leader in driving the diversity agenda. We are committed to continuing to nominate future female leaders into their outstanding Leadership programmes.
- ♥ **Pregnancy Loss Support** – we continue to support our colleagues who experience pregnancy loss with our pregnancy loss policy to ensure all team members affected are entitled to a minimum of 2 weeks’ full pay.
- ♥ **Fertility Treatment Support** – our fertility treatment support allows those in fertility treatment, paid leave for up to 5 appointments per cycle and up to 3 cycles. This applies equally to a team member whose partner is undergoing fertility treatment.
- ♥ **Data Insights** – our actions will continue to be driven by data, and we will work closely with our Employee Resource Groups to support all our people to thrive.

- ♥ **Menopause Support** - as part of our continued partnership with Henpicked (leader in Menopause support at work) and since becoming a Menopause Friendly Employer in 2023, we are committed to working towards accreditation with Henpicked in 2025 to create a truly inclusive environment and ensure the right support and training is available to the business. Since 2024 we have 35 trained menopause champions within WSH, who will continue to support creating a supportive environment for any team members affected by the menopause. We aim to continue expanding the menopause champions community.
- ♥ **Reverse Mentoring** – we will expand our reverse mentoring programme helping more of our senior leaders to better understand the lived experience of our underrepresented groups.
- ♥ **Engagement Survey** – we took part in an employee engagement survey, aiming to measure and understand employee happiness and overall culture. This data has enabled us to continue our focus on key underrepresented groups to ensure fairness, inclusivity and a sense of belonging.
- ♥ **Continue showcasing** and celebrating our diverse role models at all levels of the company.



### Declaration by Managing Director

We confirm that Portico’s gender pay gap calculations are accurate and meet the requirements of the regulations.

**Chris Mitchell**

7 January 2025





 **THANK YOU**

**Portico**  
Service with heart