

Portakabin®

IRELAND GENDER PAY GAP REPORT 2026

IRELAND GENDER PAY GAP REPORT 2026

This is our 2026 Gender Pay Gap (GPG) Report for Portakabin Ireland.

As a business, we remain focused on understanding and managing the gap and continuing to ensure that we attract and retain talent to support our business.

Our goal is to see the gap progressively narrowing as we attract more women into our business, creating an inclusive culture where everyone can reach their potential.

Construction and manufacturing roles have traditionally attracted more male employees. 78% of our roles are held by males and 22% of our roles are held by females. 100% of our operational roles are held by male employees.

While we continue to pay fairly and equitably for work of equal value and we do not let gender influence our decisions, we do have a higher number of male employees in management and leadership roles.

At Portakabin, we are committed to developing a culture that celebrates difference and values everyone's contribution. Nurturing our talent by providing a broad range of internal development routes and career opportunities, through out Career Framework, remains a priority for us.

Dan Ibbetson
CEO, Portakabin



UNDERSTANDING THE GENDER PAY GAP

Gender pay is separate from equal pay. Equal pay refers to differences in pay for like-for-like work whereas the gender pay gap shows the difference between average hourly earnings of men and women across the entire Ireland organisation. Overtime is included in the average hourly earnings.

UNDERSTANDING OUR GENDER PAY GAP

Every year companies which meet the specifications for gender pay gap reporting must publish figures for:

- Mean and median gender pay gap in hourly pay*
- Mean and median bonus gender pay gap*
- Proportion of males and females who receive a bonus
- Distribution of males and females across pay quartiles
- Proportion of males and females who receive benefits in kind (Introduced for 2026)

* The gender pay gap shows the difference between the mean and median hourly earnings and bonus of male and female employees, expressed as a percentage of male employees' earnings. The gender pay gap is reported on both a mean (average) and median (mid-point on a distribution) basis.

DEFINING THE TERMINOLOGY

MEDIAN PAY

The median is the mid point of all hourly rates listed in order and calculated for all jobs performed by men and all jobs performed by women separately.

MEAN PAY

The mean is the average. In this case, it's the total of all hourly rates, divided by the number of employees.

PAY GAP

The pay gap is a measure of the difference in the median and mean pay received by men and women. The presence of a Gender Pay Gap does not automatically give rise to any equal pay matters but is more of an indicator of the gender diversity across all jobs.



GENDER PAY GAP IN HOURLY PAY AND BONUS PAY

Under the Irish Government's Gender Pay Gap reporting regulations, all employers in Ireland with 50 or more employees are required to report their gender pay gap.

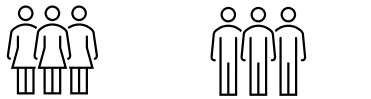
This analysis reports on data as of the snapshot date of 25 June 2026.

The figures show the difference between the mean and median hourly and bonus pay of all relevant male and female employees irrespective of their role.

The results are expressed as a percentage of male employees' pay so a positive percentage figure means that female pay is lower than male pay. The closer the number is to zero, the less of a gap there is.

	Mean	Median
Hourly pay	17.7%	12.3%
Bonus pay	57.4%	57.0%

Gender split in Portakabin Ireland



Women (22%) Men (78%)

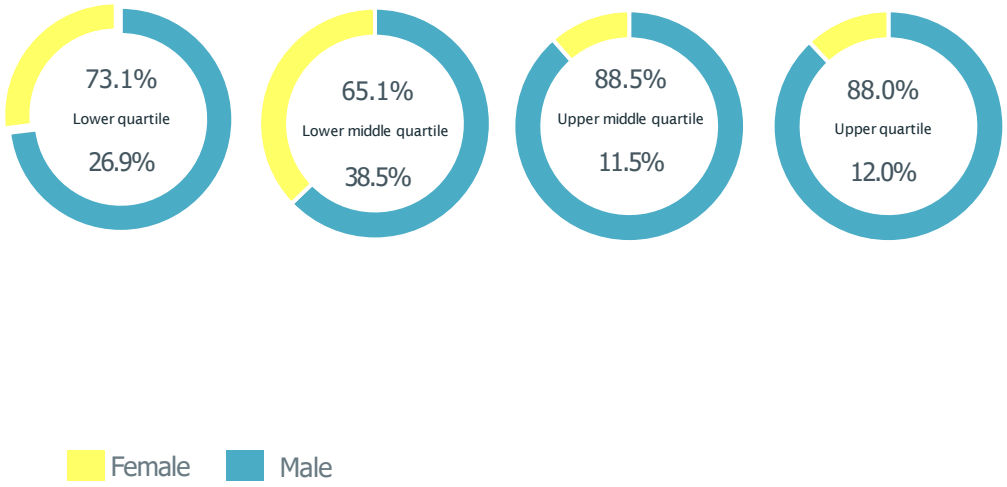



Portakabin

DISTRIBUTION OF EMPLOYEES ACROSS PAY QUARTILES

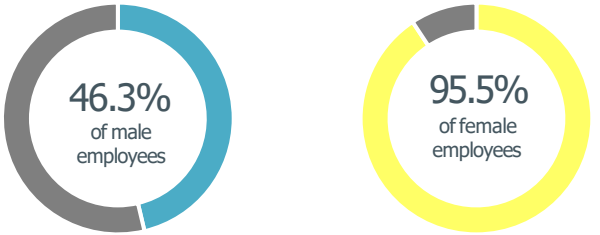
This chart shows the proportion of men and women in each pay quartile. The lower quartile representing lowest earners. As in many other organisations within our industry, we have more men in higher paying skilled or management roles, while more women perform administrative types of roles that attract lower earnings in the market.

% of male and female employees in pay quartiles



PROPORTION OF EMPLOYEES WHO RECEIVED A BONUS*

Participation in the company bonus and commercial incentive schemes within our company is dependent on the role and global grade, so the opportunity to take part in these incentive plans is equal to all genders.



BENEFIT IN KIND GAP

Participation in the company car benefit and private medical benefit schemes within our company is dependent on the role and / or global grade, not gender.



The table below shows our reported figures for Portakabin Ireland Limited.

	Gender pay gap (%)		Gender bonus gap (%)		Population receiving a bonus (%)		Percentage of male and female employees in pay quartiles (%)							
	Mean	Median	Mean	Median	Male	Female	Lower quartile		Lower middle quartile		Upper middle quartile		Upper quartile	
							Male	Female	Male	Female	Male	Female	Male	Female
2026	17.7%	12.3%	57.4%	57.0%	46.3%	95.5%	73.1%	26.9%	64.0%	36.0%	88.5%	11.5%	88.0%	12.0%
2025	18.6%	14.0%	25.2%	67.1%	30.4%	66.7%	79.2%	20.8%	92.6%	7.4%	68.0%	32.0%	66.7%	33.3%

* Bonus Pay = All Bonus Payments and Commercial Incentives



WHY WE HAVE A GENDER PAY GAP

The gender pay gap at Portakabin Ireland continues to be influenced by the lower representation of women across the business, particularly in leadership roles. Overtime is only available in Operative roles, which are currently held entirely by men, and this also impacts our pay gap.

Women make up 22% of our workforce, with fewer women in senior roles. To further reduce our gender pay gap, we need to continue attracting, developing and retaining women in roles that have traditionally been male-dominated.

In 2026, both our mean and median gender pay gaps improved, decreasing from 18.6% to 17.7% and from 14.0% to 12.3% respectively. This was driven by a combination of an increase in average female hourly pay and lower overtime payments compared with the previous year.

Our mean bonus gap increased from 25.2% to 57.4%. This a reflection of a larger proportion of males than females in commercial roles and leadership positions. However, an increased number of women receiving a bonus payment compared with 2025, has meant an improvement in our median bonus gap from 67.1% to 57.0%.

We remain committed to creating an inclusive workplace and offer flexible working arrangements where roles allow. Our Women's Network also provides opportunities for colleagues to connect, share experiences and help shape initiatives that support career development and progression.

This year's report includes additional disclosures following the Gender Pay Gap Information Act 2021 and the Department of Children, Disability and Equality's updated gender pay gap reporting requirements.

Kim Panton
People and
Culture Director
Portakabin



Dan Ibbetson
CEO
Portakabin



portakabin.com

Porta and Portakabin are registered trademarks.
© Portakabin 2024. Portakabin Limited, Yorkon House, New Lane, Huntington, York, YO32 9PT.
Registered company number 685303. 2456/04/24.