



Gender Pay Gap Report

April 2022 – March 2023

SUNTORY
BEVERAGE & FOOD GB&I



About Suntory Beverage and Food GB&I (SBF GB&I)

SBF GB&I is the third largest soft drinks producer in the UK and the home to some of the nation's favourite brands, including Lucozade and Ribena. The company is part of Suntory Beverage & Food Europe, one of the five regional divisions of Japan-based Suntory Group.

Our company purpose is to inspire the brilliance of life, by creating rich experiences for people, in harmony with nature.

This purpose is supported by the idea of Growing for Good which is one of our three values as an organisation, and framework for our sustainability strategy. Growing for Good sets out our focus on sustainable growth and our belief that both good and growth are equally important, and intimately connected to each other.



Breaking it down

What is the gender pay gap?

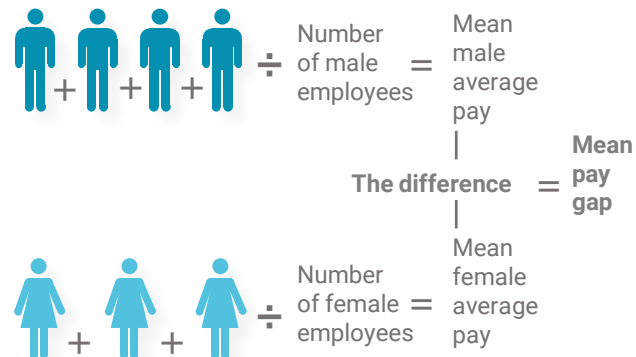
The gender pay gap shows the difference in average earnings between women and men regardless of the job they do. It does not measure equal pay, which relates to the salary women and men are paid for the same or similar jobs.

We're asked to report on our gender pay gap in two ways:

Mean Pay Gap

The mean gender pay gap is the difference in the average hourly pay of all women in SBF GB&I compared to all men in SBF GB&I.

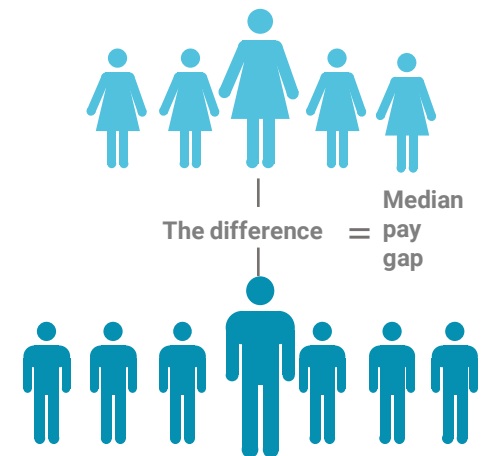
How we calculate the mean difference



*The illustration above represents an organisation with less females than males, as is the case with SBF GB&I

Median Pay Gap

The median represents the middle point of a population. If you separately lined up all the women in SBF GB&I and all the men in SBF GB&I from lowest to the highest paid, the median pay gap is the difference between the hourly pay rate for the middle woman compared to that of the middle man.

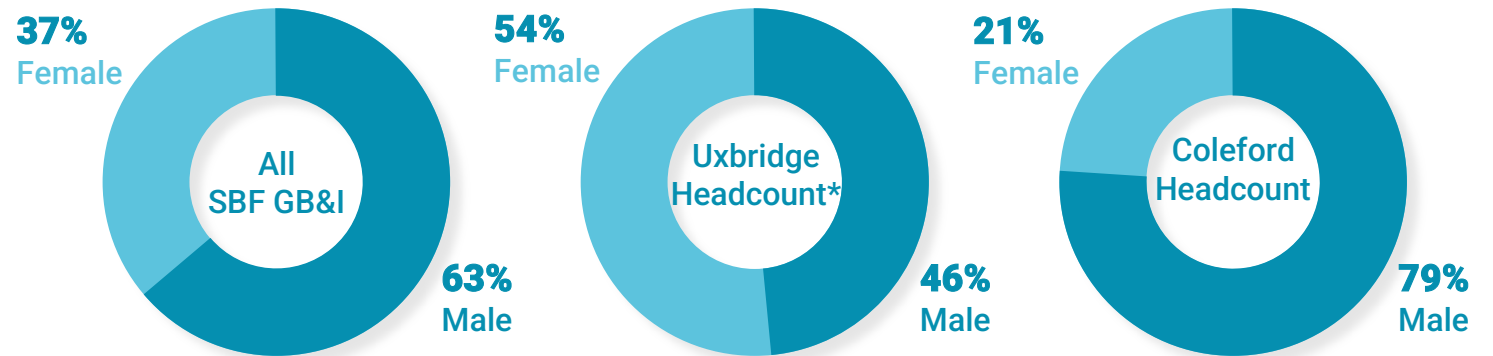


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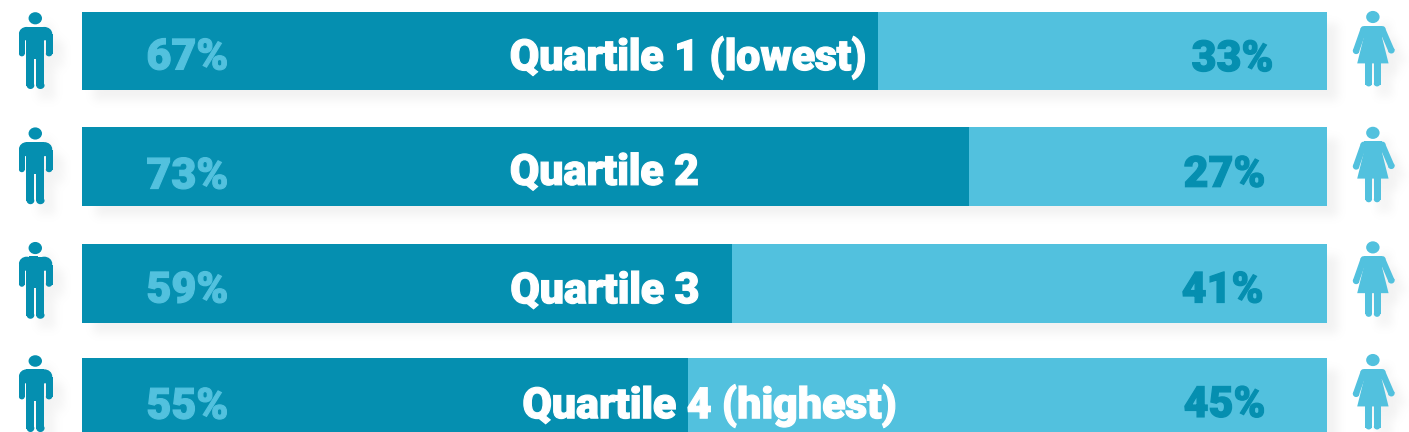
Breaking it down

We have two sites within the UK: our head office at Stockley Park in Uxbridge and a manufacturing site in Coleford in the Forest of Dean. Our 53 acre manufacturing site has been in place since 1946 and plays a big part in the local community.

Our employee population by site



Quartile Ranges* (in salary)



* Also including four employees based in Northern Ireland who are included in head office figures

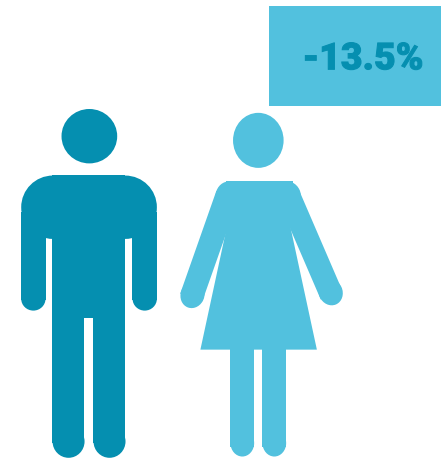
* Quartile = Each quartile represents 25% of the SBF GB&I population from the lowest paid to the highest paid employee. The charts depict the gender balance of quartile ranges, showing what percentage in each quartile are men and what percentage are women.

Gender pay

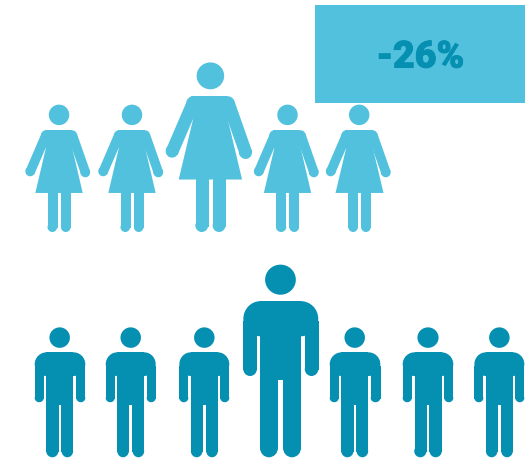
Our commitment to diversity, fairness and inclusivity remains an important part of our people agenda and for us that means providing the same opportunities to everyone, regardless of gender.

Our gender pay gap

When measuring the mean average pay, women are paid **13.5% more than men.**
When measuring the median average pay, women are paid **26% more than men.**



The **mean pay** for **women** is **13.5% higher** than that of **men**.



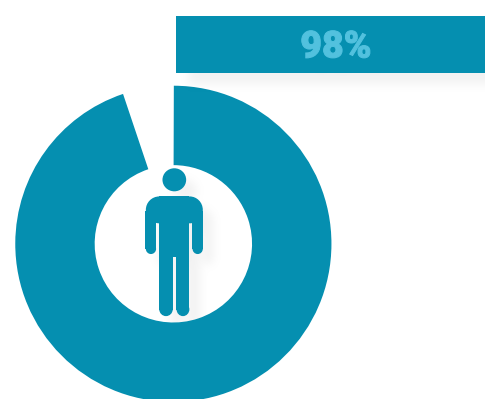
The **median pay** for **women** is **26% higher** than that of **men**.

Please note that a (- number) is in favour of women and a (+ number) is in favour of men.

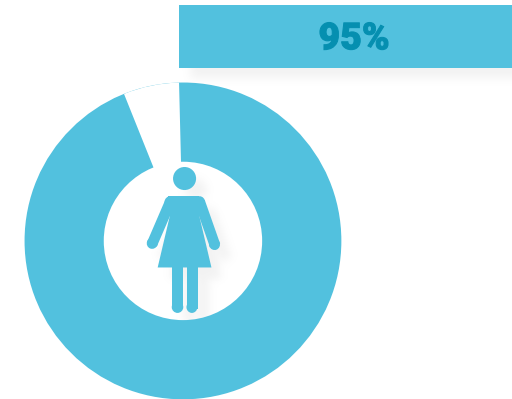
Gender pay

Our performance related bonuses are awarded against a number of agreed individual and company measures. The % of bonus awarded within SBF GB&I increases in line with seniority of the role.

Proportion of men and women receiving a bonus

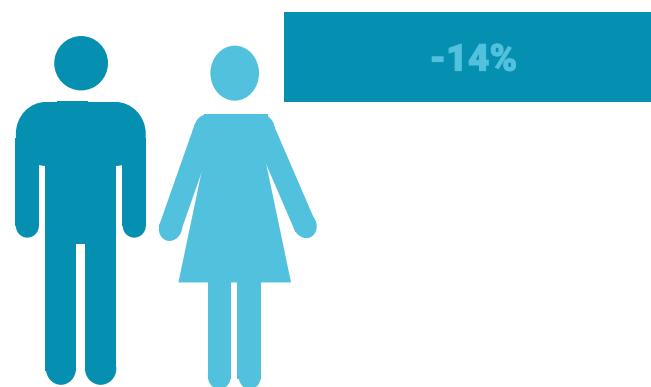


98% of men received a bonus

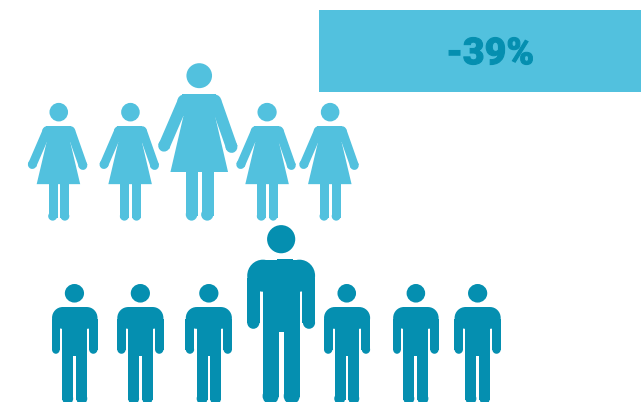


95% of women received a bonus

Gender bonus pay gap



The mean bonus pay for women is 14% higher than men



The median bonus pay for women is 39% higher than men.

Understanding our results



Our Results

All of our reporting data shows a gender pay gap in favour of females in our business.

This is in part a factor of our industry as a greater proportion of men work on our factory lines and therefore are overrepresented in our lower income quartiles.

As well as this, our median bonus pay gap is in part due to a relatively greater proportion of females based in our head office in higher banded roles, compared to those in our factory. The percentage weighting of bonus pay for people in these head office roles is geared towards business rather than individual performance and so payouts are higher when we achieve strong results, as we did during this period.

We have great gender balance throughout our leadership teams. Through learning and development opportunities, considered recruitment and clear succession planning, we also have females in senior roles not typically considered 'female'. Brilliant (female) leaders occupy planning, quality assurance and logistics roles at SBF GB&I.

We continue to encourage more women into manufacturing roles and this year have introduced new supply chain leadership training specifically to help more women into senior roles in our factory.

Inspiring brilliance

A word from our leaders

“The time period* covered within this Gender Pay Gap report reflects a huge amount of change and disruption. Global conflicts, the negative results of climate change and a cost of living crisis continue to dramatically alter not only people’s daily lives, but also their views and expectations of work.

It is in this context that we know how critical it is to build a culture and workplace that supports, includes and develops our employees during a time of uncertainty for so many.

We supported our employees in certain pay bandings with a cost of living payment in the autumn of 2022 to help ease some of the financial pressure they were facing. We also reviewed some of our benefits to make sure we were offering the best care we can for our people.

I am proud of the work we have done to support women in more senior roles and how this contributes to a Gender Pay Gap in favour of women. I will continue to demonstrate to everyone in our business and beyond, that women can be at the top and thrive.”

“Making sure we have the fundamentals in place to create a workplace culture fit for everyone irrespective of gender, age, race, sexuality or religion remained a priority for us during this period. We launched a range of new policies created in close consultation with internal and external experts, covering DE&I, anti-harassment and bullying, pregnancy loss, menopause and domestic abuse.

Through this work, we know we have the right foundations in place to drive continuous progress. As leaders, we recognise the role we play in delivering positive change, not just for our Gender Pay Gap, but also Diversity, Equity and Inclusion more broadly.

We hope we can inspire people to have the confidence to lead and affect change in our business. By doing so, we will continue to help our employees unleash their spirit.”

*April 2022 – March 2023



Carol Robert
Chief Operating Officer
Suntery Beverage & Food GB&I



Jola Brooking
People & Culture Director
Suntery Beverage & Food GB&I



Declaration

I confirm that the information set out in this report as required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 is accurate.

Carol Robert
Chief Operating Officer
Lucozade Ribena Suntory (SBF GB&I)

Jola Brooking
People & Culture Director
Lucozade Ribena Suntory (SBF GB&I)

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