

# Gender Pay Gap Report

2019



LUCOZADE RIBENA  
SUNTORY



# Yatte Minhare!



**As we publish our third year of gender pay gap results it provides an opportunity for us to reflect on our progress and ongoing focus on diversity, fairness and respect in the workplace.**

**We're pleased to share a snapshot of some of the areas we've focussed on:**

- ❖ One size doesn't fit all! We have introduced enhanced talent management programmes and continue to roll-out differentiated development plans for every employee.
- ❖ We have invested in My Coach, an in-house programme which gives all our employees access to a qualified coach (who are our internal staff) to support skills improvement, career progression, career transition and support for long-term absence returners.
- ❖ We have continued with our pilot of summer hours and will continue with 'Flexi Fridays' to help accommodate a better work-life balance.

- ❖ All new opportunities are advertised internally throughout our European network and we are enhancing our career pathways so the route to senior roles becomes more transparent.
- ❖ We continue to support Women in Wholesale, an educational networking programme designed to inspire, support and develop women of all levels working in UK grocery and foodservice wholesale.

At Lucozade Ribena Suntory we remain incredibly proud to work as one team that embraces our Yatte Minhare (go for it!) spirit. Our commitment to diversity, fairness and inclusivity for all remains an important part of our people agenda and we will continue to strive to be one of the best places to work.



**Carol Robert**  
Chief Operating Officer  
Lucozade Ribena Suntory



# Breaking it down one drop at a time.

## What is the gender pay gap?

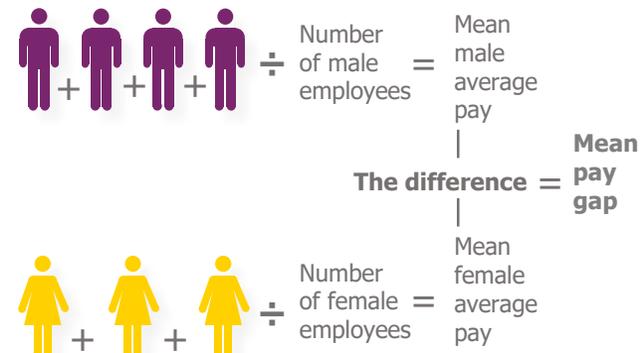
It can be quite confusing understanding the difference between the gender pay gap and equal pay so we have tried to explain it as simply as possible below.

The **gender pay gap** shows the difference in **average earnings** between **women** and **men** regardless of the job they do. It is important to keep in mind **that it does not measure equal pay**, which relates to the salary women and men are paid for the **same or similar jobs**. The gender pay gap is measured in two ways:

### Mean Pay Gap

The mean gender pay gap is the difference in the average hourly pay of all women in LRS compared to all men in LRS.

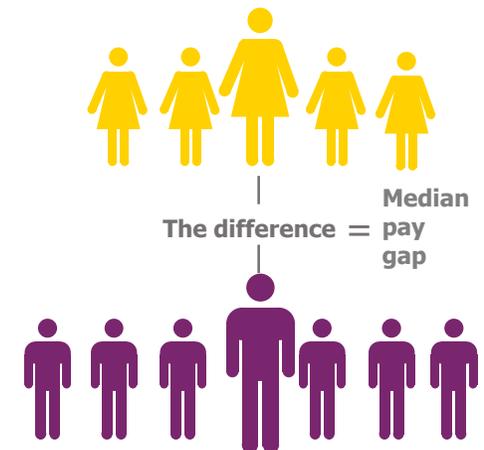
#### How we calculate the mean difference



\*The illustration above represents an organisation with less females than males, as is the case with LRS

### Median Pay Gap

The median represents the middle point of a population. If you separately lined up all the women in LRS and all the men in LRS 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.



\*The illustration above represents an organisation with less females than males, as is the case with LRS



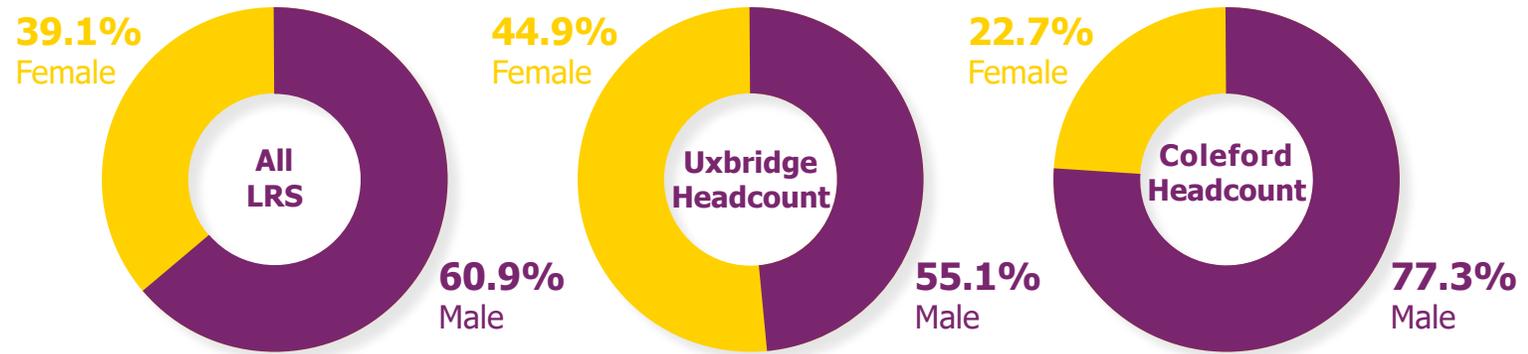
# Growing for Good.

## Gender pay statistics

We have two sites within Lucozade Ribena Suntory GB; Stockley Park in Uxbridge and a manufacturing site in Coleford in the Forest of Dean. We are extremely proud of our brands which between them have almost 300 years of heritage.

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)



\* Quartile = Each quartile represents 25% of the LRS population from the lowest paid to the highest paid employee. The above shows what percentage in each quartile are men and what percentage are women.



# Growing for Good.

## Gender pay statistics

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.

## Gender pay gap

LRS has a gender pay gap that is significantly better than the national average\*. Our results are mainly influenced by our demographic profile.

When measuring the mean average pay, women are paid **12.2% more than men**. When measuring the median average pay, women are paid **12.19% more than men**.



\*According to the Office for National Statistics Annual Survey of Hours and Earnings, the gender pay gap was +8.9% in April 2019.

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

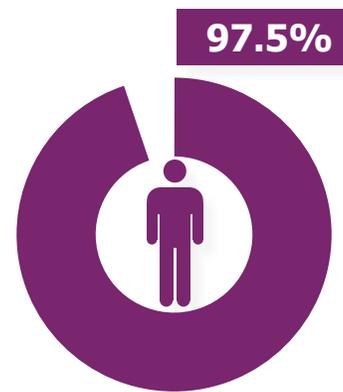


# Growing for Good.

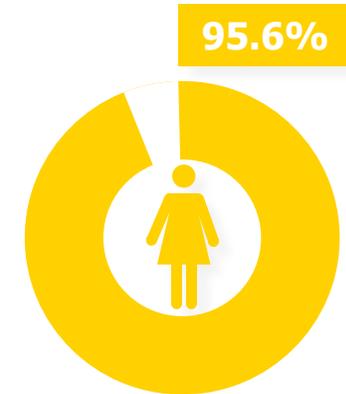
## Gender pay statistics

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

## Proportion of men and women receiving a bonus



97.5% of men received a bonus



95.6% of women received a bonus

## Gender bonus pay gap



The mean bonus pay for women is 25.6% higher than men



The median bonus pay for women is 24.9% higher than men



# A future fair for all....



**Mary Guest**  
General Counsel &  
Interim HR Director  
Lucozade Ribena  
Suntory

**“As we continue our journey as a business to enjoyable wellness for all, we remain focused on being a Best Place to Work, providing a holistic, supportive culture that is fair and equal for all.**

Bringing our Growing for Good vision to life means ensuring that as our business grows, so does our ability to make a positive impact on the world around us. Having great role models and providing development pathways for all genders forms an important part of this.

We’re incredibly proud of the work we do to champion equality in our business and the gender balance in our senior leadership team reflects this. That being said, we are acutely aware that in an industry where manufacturing roles are still overwhelmingly male, achieving a stronger gender balance in this area is of paramount importance if we are to attract and retain the very best talent which we know is integral to the future of our business.

We believe in diversity, fairness and respect regardless of gender or background, and we are committed to keeping this at the heart of our culture both now and in the future.”

#### **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

**Mary Guest**  
General Counsel & Interim HR Director  
Lucozade Ribena Suntory

