

Gender Pay Gap Report

2020

Growing for Good.

At Suntory GB&I (SBF GB&I), we have been working hard to ensure our people continue to thrive. Our people and their health and wellbeing is a key focus for us. We not only recognise the power we have to help create a healthier nation, but we are also actively inspired by it ourselves.

We continue to work together to build a more diverse, inclusive and equitable organisation.

Reflecting on our fourth gender pay report, this year has been about promoting health and wellbeing; inspiring, educating and enabling our people to be their best and meet their own health and wellbeing goals. We have done so by eradicating the stigma around mental health and enhancing our flexible benefits - encouraging employees into the learning zone and enabling a better work-life balance for our employees through our flexible benefits.

- ❖ We've continued with our flexible working pattern 'Flexi Fridays' (early finish) to help accommodate a better work-life balance for our people.
- ❖ We've increased our conversations around mental health and wellbeing through manager capability and awareness training, as well as support through our Occupational Health and EAP (Employee assistance provider) services.
- ❖ In April 2019, we created the SHINE Community for our female colleagues across the whole of Suntory, connecting, inspiring, and supporting each other to achieve our purpose together and advance female talent across the company.

- ❖ At SBF GB&I, we launched our own women's football team, inspired by our partnership with the England Lionesses and the positive movement of women in sport.

At Suntory GB&I, we know that the bigger we are, the greater our positive impact can be. We realise that both *good* and *growth* are equally important. Our commitment to our people and their wellbeing remains an important part of our people agenda and we will continue to strive to be one of the best places to work.



Toby McKeever
Interim Chief Operating Officer
Suntory Beverage & Food GB&I

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 SBF GB&I compared to all men in SBF GB&I

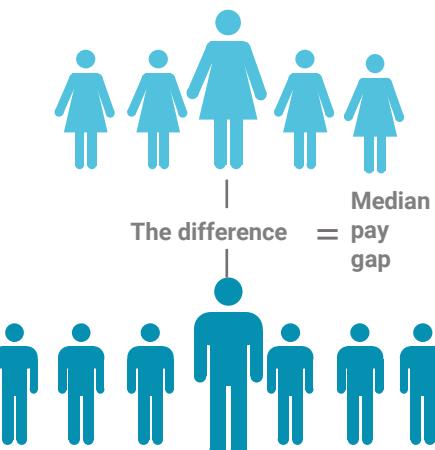
How we calculate the mean difference

$$\begin{array}{c} \text{+ } \text{+ } \text{+ } \text{+ } \\ \text{Number of male employees} \end{array} \div \begin{array}{c} \text{+ } \text{+ } \text{+ } \\ \text{Number of female employees} \end{array} = \begin{array}{c} \text{Mean male average pay} \\ | \\ \text{The difference} \\ | \\ \text{Mean female average pay} \end{array} = \text{Mean pay gap}$$

*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.



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

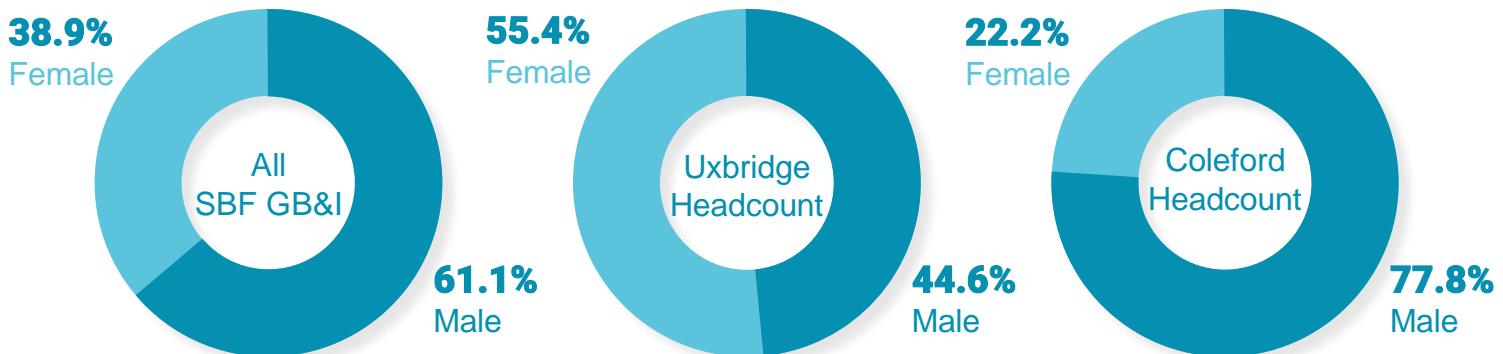
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Gender pay statistics

We have two sites within Suntory GB&I: 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 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.

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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

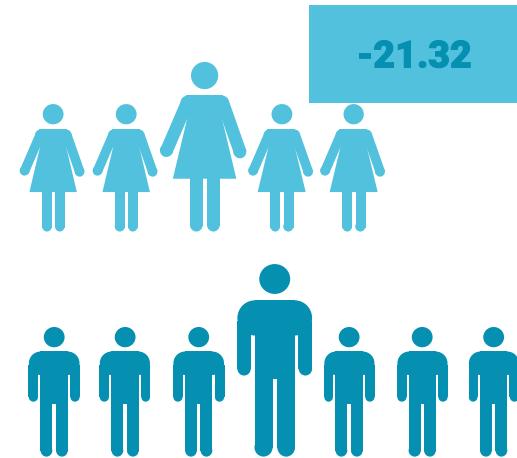
SBF GB&I has a gender pay gap that is better than the national average*.

Our results are mainly influenced by our demographic profile where a greater proportion of men are in the lower income quartiles.

When measuring the mean average pay, women are paid **11.31% more than men**. When measuring the median average pay, women are paid **21.32% more than men**.



The **mean pay** for **women** is **11.31% higher** than that of **men**.



The **median pay** for **women** is **21.32% higher** than that of **men**.

*According to the Office for National Statistics the gender pay gap was +7.4% in April 2020

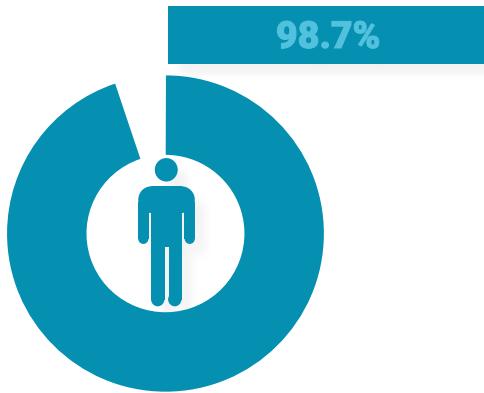
Please note that a (- number) is in favour of women and a (+ number) is in favour of men.

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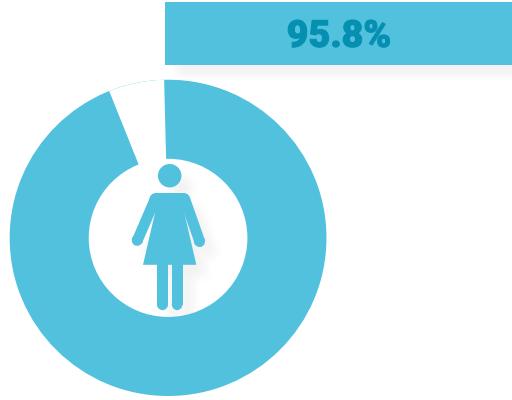
Gender pay statistics

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

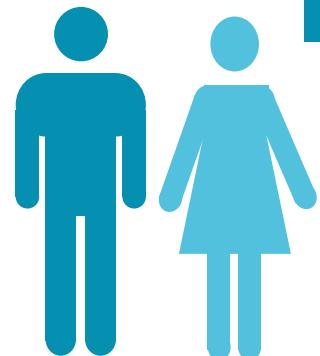


98.7% of men received a bonus



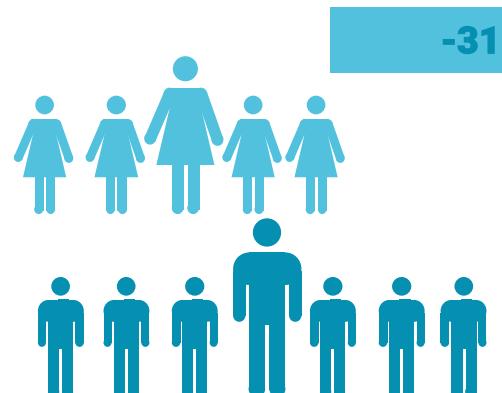
95.8% of women received a bonus

Gender bonus pay gap



-29.7%

The mean bonus pay for women is 29.7% higher than men



-31.9%

The median bonus pay for women is 31.9% higher than men

A fair future for all...



Jola Brooking
Interim HR Director
Suntory Beverage &
Food GB&I

"We have a strong culture, with principles centred on responsibility; these guide our business towards creating harmony with people and nature."

Inspired by our founders' attributes, our mission is to create a company where everyone is welcome, treated fairly, made part of our community and supported to thrive. We recognise, like many organisations, that there remains work to do to realise the vision of achieving a genuinely diverse and inclusive society.

We are committed to addressing imbalances across our workforce, sounding out and rooting out unfair practices and unconscious bias. Most importantly, listening to our employees.

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. 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.

A handwritten signature in black ink.

Toby McKeever
Interim Chief Operating Officer
Suntory Beverage & Food GB&I

A handwritten signature in black ink.

Jola Brooking
Interim HR Director
Suntory Beverage & Food GB&I