

BRITVIC

# Britvic Ireland Gender Pay Gap

December 2023



# Gender pay gap report



We are committed to making Britvic Ireland a more equitable, diverse, and inclusive working environment. It's the right thing to do, is good for business and exemplifies two of our Britvic values, we care and stronger together. Eliminating the gender pay gap is an important goal on our journey, and it's encouraging to see progression. A lot achieved and loads more to do. Onwards."

**Kevin Donnelly**  
Managing Director, Britvic Ireland

Britvic Ireland is pleased to present its strategy and progress towards achieving gender pay equity and enhancing workforce diversity, as of 28 June 2023. Our team in Ireland, comprising nearly 400 employees, is a testament to our commitment to reflecting the diversity of the markets and communities we serve.

### Context

Britvic Ireland has a relatively long-serving workforce with just under 40% having over 15 years' continuous service. This low turnover is a positive reflection of employee satisfaction. However, it limits the number of vacancies and therefore the ability to increase the diversity of a traditionally white, male workforce. Despite challenges we have made some really positive steps, which can be seen throughout the report.

**Reduction in gender pay gaps:** We have made significant strides in decreasing both the median and mean gender pay gaps, demonstrating our commitment to equitable pay practices.

**Balancing part-time roles:** Efforts have been concentrated on reducing disparities between male and female employees in part-time positions.

**Temporary worker pay equity:** We are narrowing the pay gap between male and female temporary workers, ensuring fairness across all employment types.



### Definitions

We look at both the mean (average) and the median (middle) for pay gap reporting.

The mean gap is the difference in average hourly pay (adding all pay rates together and dividing by the total number of people).

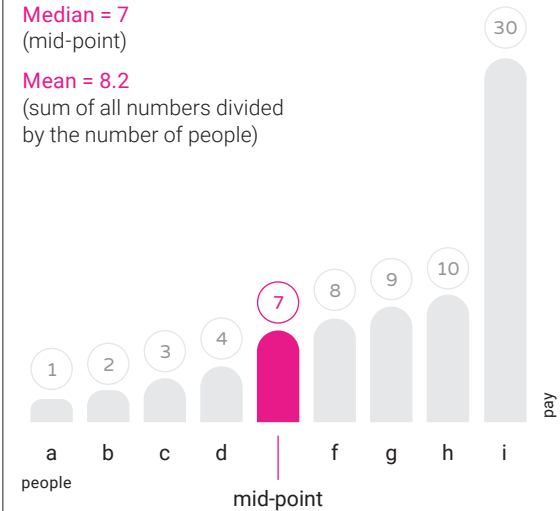
The median pay gap for gender is the difference in hourly pay between the middle paid (the person at the mid-point if you were to line all employees up from low to high) female employee and middle paid male employee.

While both figures are valid measures of central tendency, the median is a better measure to consider when the data being examined is not evenly distributed. Unlike the mean it is not influenced by the outliers at the top and bottom of the distribution.

### An example of how it works

**Median = 7**  
(mid-point)

**Mean = 8.2**  
(sum of all numbers divided by the number of people)



# What we have achieved

## Workforce diversity Initiatives

### **BITCI Elevate Inclusive Workplace Pledge**

Our participation in this pledge has facilitated shared learning and the adoption of best practices in workplace inclusivity.

**Women in Britvic project** This initiative is focused on empowering women within our organisation, providing them with the necessary tools and opportunities to excel in their careers.

**Leadership diversity goal** We are working towards 50% female representation in leadership roles across Britvic plc, with Britvic Ireland currently at 32%.

## Inclusion and development programmes

### **Senior leadership development programme**

In 2023, we allocated all available spots on our Accelerate programme to female participants, underlining our focus on developing women leaders.

**Unconscious bias training** Part of our mandatory Licence to Hire training, this programme is essential for all managers, fostering an inclusive hiring process.

**Flexible working options** Our Working Well policy supports hybrid working arrangements, enabling a better work-life balance.

**Women's networking and development events** Regular events are organised to celebrate and inspire our female employees, offering them a platform for growth and networking.

## Facility enhancements for inclusivity

We have invested in making our facilities more accommodating for women, including the installation of new amenities in our production facilities.



**Data-driven approach:**

Our commitment is further evidenced by our comprehensive data reporting on gender pay gaps, bonus pay disparities, and the representation of women in various job quartiles. Professional tables and graphs have been created and used internally to present this data clearly and concisely, illustrating our progress and ongoing commitment to gender equity and diversity.

Britvic Ireland remains dedicated to implementing effective practices and policies that support continuous improvement in these areas. We recognise the achievements made so far and are committed to maintaining momentum in our journey towards a more diverse and equitable workplace.

**Legally reporting data**

Britvic's gender pay gap in Ireland (Reference date as at 28 June 2023)

The median and mean pay gap in hourly pay between male and female employees (%)



The median and mean pay gap in hourly pay between part-time male and female employees (%)



The median and mean pay gap in hourly pay between temporary male and female employees (%)



The median and mean bonus pay gap between male and female employees (%)



The percentage of male and female employees who received bonus pay (%)



The percentage of male and female employees who received benefit in kind (%)



**Gender pay**

This is the second year we have reported on the gender pay gap in Ireland. While we are pleased to see improvement year on year, we know there is more to do and we will continue to actively look for opportunities to move towards equal pay for men and women. However, given our current demographics and low turnover it will take time.

Last year we identified that our bonus structure differs between our manufacturing and office-based roles, and we can see the impact within the results. Women receive higher mean and median bonus pay when compared to men. This is something that will continue to evolve following further changes to our benefits structure for next year.



Upper quartile



Upper middle quartile



Lower middle quartile



Lower quartile



**Understanding the data**

Interrogating the data has highlighted some areas of note:

- The guidelines offer different methods of analysis. We have used two methods within the analysis. Method two (fixed hours) was used for our salaried staff on the monthly payroll and method one (variable hours) was used for our weekly paid employees.
- This report is based on one reference date and only provides a snapshot of the year. This means it does not capture changes from full to part time hours or temporary to permanent employment. We may have someone who went to part time in 2023 yet was full time for the other 11 months of the reference period.

The expectation according to the guidance would be that they are deemed as part time for the purposes of this report.

- An employee who started work in May and was not included in the May payroll will receive extra pay in June. Therefore their pay will appear overinflated for that month as their contracted hours are only a full month.
- Anyone who ceased work prior to 30 June has been excluded and anyone leaving after 30 June has been included.
- Top up payments to those on certain leaves, such as maternity, are not included in these calculations. However, the employee is not impacted by reduced pay.