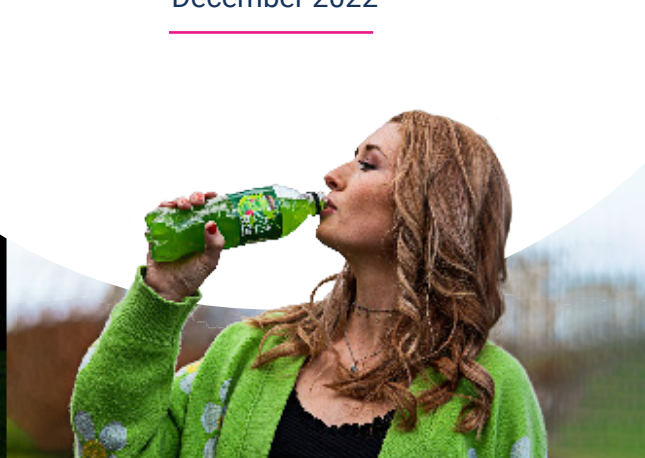




**BRITVIC**

## Britvic Ireland Gender Pay Gap

December 2022



## Gender pay gap report



There's something special about Britvic Ireland – the longevity of our brands and the longstanding tenure of our workforce is testament to that. We've created a workplace where people want to stay and where we create drinks that are enjoyed across the generations. As Britvic's global sponsor for its diversity and inclusion strategy, I want to extend this magic to as many people as possible and create a workforce as diverse as the communities we serve. Britvic Ireland's first gender pay gap report will be a crucial tool in this mission."

**Kevin Donnelly**  
Managing Director, Britvic Ireland

We are pleased to report our gender pay gap in Ireland based on a reference date of 28 June 2022.

There are just over 400 employees in Ireland, with around 84% male and 16% female. As typical of the industry in which we operate, a high proportion of our factory workers are male and paid on a weekly salary.

### Context

In 2021, we signed the BITCI Elevate Inclusive Workplace Pledge. This has provided us with additional data on our workforce and how we compare to the other 50 pledge signatories. We have also benefited from shared learnings and workshops.

Interrogating the Pledge's data shows that the majority of our women (19% of workforce at time of pulling Elevate Pledge Data) are in middle management (48% of employees at this level) and senior management (32%) positions. However, there is a lower representation in entry level (7%) and executive level roles (17%).

Britvic Ireland has a relatively long-serving workforce with 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 traditionally white, male workforce.

A significant proportion of our roles are in production and field sales – these functions are predominantly filled with male employees as it can be difficult to attract women into these.

### 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).

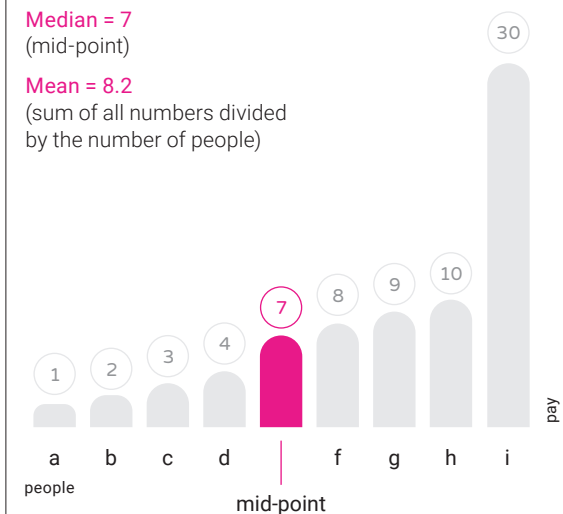
The median pay gap for gender is the difference in hourly pay between the middle paid (the person at the mid-point if you were to line all employees up from low to high) female employee and middle paid male employee.

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

Britvic Ireland has already taken some positive steps to support the diversity of talent within the business by:

- Working towards its ambition of 40% women in leadership by 2025, we are currently at 31%.
- Increasing representation of women and ensuring fairness in succession planning through employee development and talent programmes. For example, in 2022 we introduced a new talent development programme aimed specifically at women in leadership.
- Mandating Licence to Hire training for all managers prior to recruiting any new hires. This includes unconscious bias training for all employees.
- Accommodating flexible working practices including hybrid working for roles which can be accomplished from home through its Working Well policy introduced in 2020.
- Taking active steps to make its facilities more inclusive for women. This includes the installation of a new women's changing facility and bathroom in our Kylemore production facility closer to the entrance.



### Legally reporting data

Britvic's gender pay gap in Ireland (Reference date as at 28 June 2022)

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

4.1%

Median

0.6%

Mean

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

-46.4%

Median

-46.4%

Mean

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

26.3%

Median

20.3%

Mean

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

-224.5%

Median

-35.4%

Mean

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

85.1%

of females

84.7%

of males

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

4.5%

of females

17.4%

of males

### Gender pay

This is the first year we have reported on the gender pay gap in Ireland. On reviewing the data we have identified a small mean pay gap, the median pay gap is higher due to the lack of representation across the different levels. Many of our part-time workers are women in non-manufacturing roles with variable rates, whereas men in part time roles tend to be on fixed hourly rates.

There is a pay gap in favour of male temporary workers as they stay with the business for longer periods and are on average paid 27 times

compared to 22 times for temporary female workers. Representation is also a key factor with a male to female ratio of 6:1.

Bonuses are paid to approximately 85% of both men and women. However, the types of bonus are slightly different between manufacturing and office-based roles. Bonuses will likely fluctuate year on year for a number of reasons, including lower paid males receiving lower bonus linked to employment status rather than company performance.

The percentage of male and female employees in each of four band quartiles



Upper quartile

16.0%

84.0%

Upper middle quartile

15.15%

84.85%

Lower middle quartile

11.11%

88.89%

Lower quartile

22.94%

77.16%

### 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 June 2022 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.