



BRITVIC

Britvic Ireland Gender Pay Gap Report

December 2024

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We continue to make good progress on our equity, diversity, and inclusion journey. It's an important part of wider cultural evolution in Britvic Ireland. Eliminating gender pay gap is a key goal for us and it's encouraging to see progression in this area.”

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 June 28, 2024. Our team in Ireland, comprising of over 470 employees, is a testament to our commitment to reflecting the diversity of the markets and communities we serve.

In previous years, Britvic Ireland's low employee turnover made it challenging to increase female representation due to limited hiring opportunities. However, the past year has seen a nearly 20% increase in our headcount, resulting in a 37% increase in female hires and an 8% increase in male hires, a milestone that makes us proud.

Key developments in gender pay equity:

- **Reduction in mean pay gaps:** We have made significant strides in closing the mean gender pay gap, demonstrating our commitment to equitable pay practices. There is now only a very small difference in the mean between male and females.
- **Payment of benefit in kind:** There has been a substantial increase in the number of women receiving benefit in kind. By introducing new benefits into our organisation we have seen more women benefiting from these practices.

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).

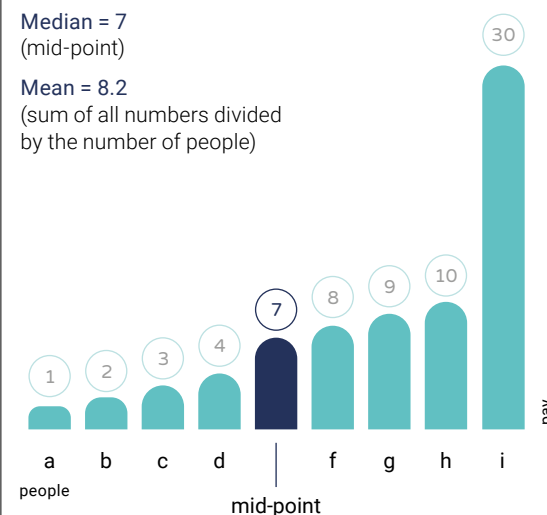
The median pay gap for gender is the difference in hourly pay between the middle paid (the person at the mid-point if you were to line all employees up from low to high) female employee and middle paid male employee.

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 the Business in the Community pledge has facilitated shared learning and the adoption of best practices in workplace inclusivity. Each year, we analyse data from external reports to identify strong opportunities and initiatives that we can apply to Britvic.
- **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. This project and our B-Empowered network group collaborate to ensure women at Britvic, and those joining the business, have opportunities to succeed.
- **Leadership diversity goal:** Our ambition is 50% female representation in leadership roles across Britvic plc, with Britvic Ireland currently at 33%.
- **Secondments:** We promote the use of secondments to support employees before they take on permanent role changes. This practice benefits both men and women, with more women than in previous years moving into new roles within the organisation.
- **Inclusive hiring principles:** We have introduced inclusive hiring principles to support employees throughout the recruitment process and into their new roles. These principles encourage internal progression, ensure fairness and equity in our hiring practices, and enable diversity within our talent pools.

- **Wellbeing roadshow:** An event was scheduled for all employees to attend to promote our network groups including Britvic's B-Empowered network that exists to support and enable women to reach their potential, thrive within Britvic, add value and be their authentic selves.

Inclusion and development programmes:

- **Senior leadership development programme Accelerate:** In 2023, we allocated all available spots to female participants, demonstrating our focus on developing women leaders. The programme continued in 2024, with some female participants receiving promotions, confirming the positive impact of our investment.
- **Unconscious bias training:** Part of our mandatory Licence to Hire training, this programme is essential for all managers and staff, fostering an inclusive hiring process.
- **Flexible working options:** Through our Working Well policy, we support hybrid working arrangements, enabling a better work-life balance for men and women, however we see that often women can benefit more from this arrangement. In our factories we have seen that the introduction of annual time contracts has worked well for women and has enabled us to hire more women into operator roles.

- **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. Our female talent attend external events such as the executive women's gathering and today's women in grocery, events organised to inspire women in business.

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. This includes having toilets, lockers and showering facilities located closer to the factory floor. We are also investing in additional locker space for women.



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 will be included 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.

Gender pay

This is the third year we have reported on the gender pay gap in Ireland. While we are pleased to see movement, 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. In 2023, the difference between our median pay for males and females was quite small, this year the gap has widened, this is a result of hiring more women into our factory as they start on the training grade. Over time, as they adapt and learn new skills, we expect this gap to reduce. In our factory roles we have union agreed rates of pay that are equal for men and women.

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 2024 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.



Upper quartile



Upper middle quartile



Lower middle quartile



Lower quartile



Legally reporting data

+37%

increase in females compared to last year

+7%

increase in males compared to last year

+91.5%

of additional female employees are in roles from operator level to manager level, this has moved the mean in favour of men

2024 data

Representation

355
males

86
females

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

16.3%
Median

0.7%
Mean

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

59.4%
Median

55.1%
Mean

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

6.2%
Median

9.0%
Mean

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

4.0%
Median

-18.6%
Mean

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

76.1%
of males

79.1%
of females

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

74.7%
of males

75.6%
of females

