



# Gender Pay Gap Report

April 2023 – March 2024

**SUNTORY**  
BEVERAGE & FOOD GB&I



## ***About Suntory Beverage and Food GB&I (SBF GB&I)***

**SBF GB&I is the third largest branded soft drinks producer in the UK and the home to some of the nation's favourite brands, including Lucozade, Ribena and Orangina. The company is part of Suntory Beverage & Food Europe, one of the five regional divisions of Japan-based Suntory Group.**

Our company purpose is to inspire the brilliance of life, by creating rich experiences for people, in harmony with nature.

This purpose is supported by the idea of Growing for Good, which is one of our three company values and framework for our sustainability strategy. Growing for Good sets out our focus on sustainable growth and our belief that both doing good and achieving growth are equally important, and intimately connected to each other.



# Breaking it down

## What is the gender pay gap?

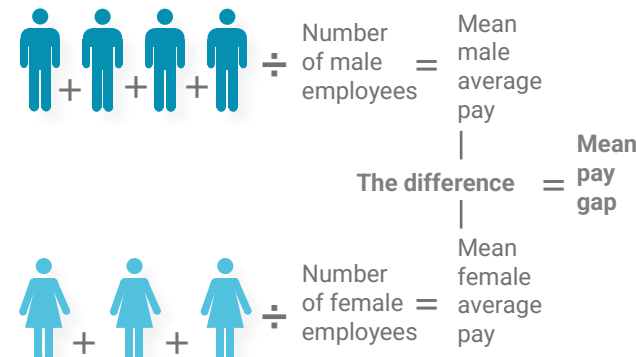
The gender pay gap shows the difference in average earnings between women and men regardless of the job they do. It does not measure equal pay, which relates to the salary women and men are paid for the same or similar jobs.

We're asked to report on our gender pay gap 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.

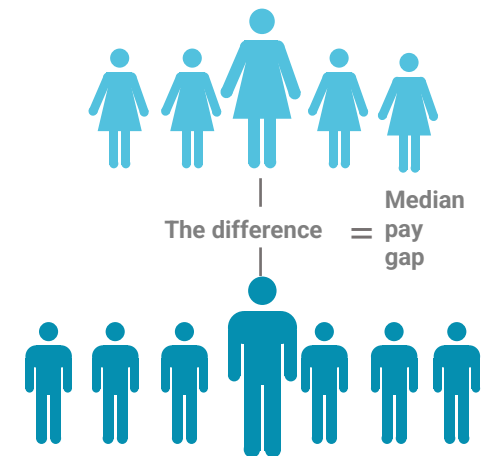
#### How we calculate the mean difference



\*The illustration above represents an organisation with fewer 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.

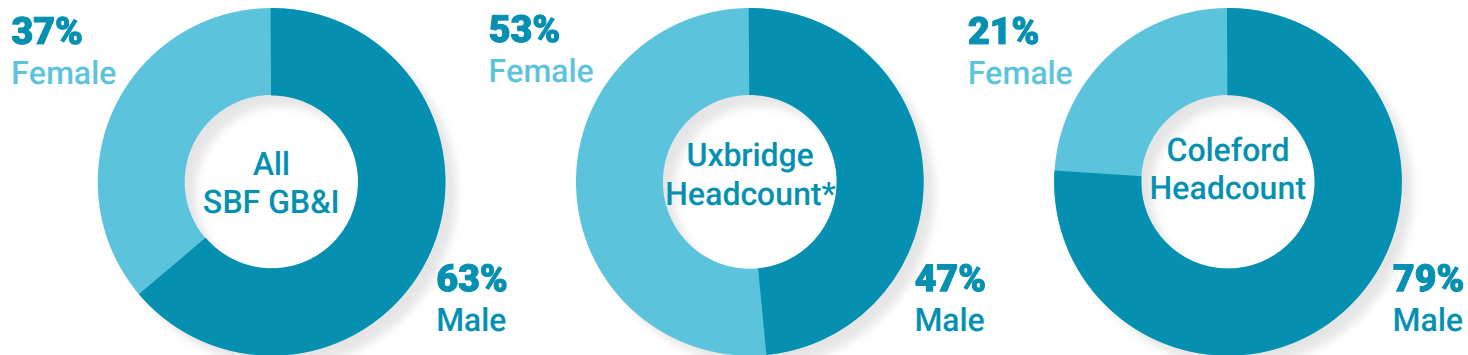


\*The illustration above represents an organisation with fewer females than males, as is the case with SBF GB&I

# Breaking it down

We have two sites within the UK: our head office at Stockley Park in Uxbridge and a manufacturing site in Coleford in the Forest of Dean. 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)



\* Also including four employees based in Northern Ireland who are included in head office figures

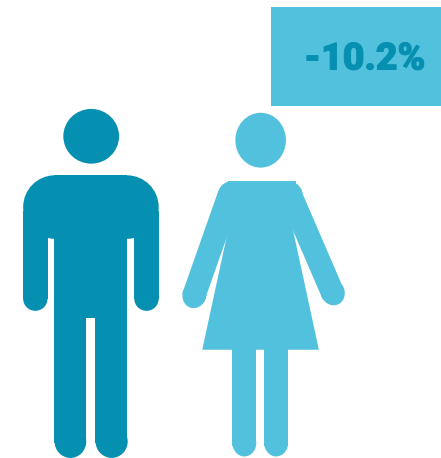
\* Quartile = Each quartile represents 25% of the SBF GB&I population from the lowest paid to the highest paid employee. The charts depict the gender balance of quartile ranges, showing what percentage in each quartile are men and what percentage are women.

# Gender pay

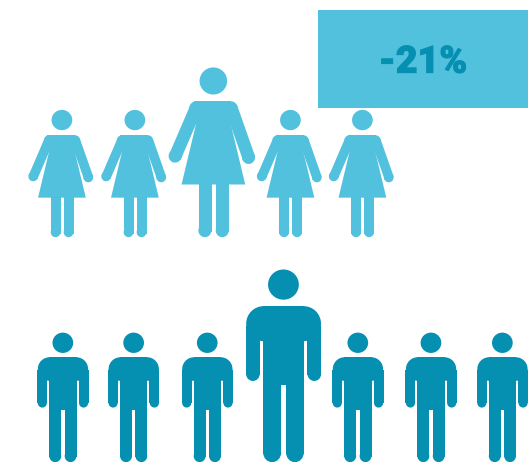
Our commitment to diversity, fairness and inclusivity remains an important part of our people agenda and for us that means providing the same opportunities to everyone, regardless of gender.

## Our gender pay gap

When measuring the mean average pay, women are paid **10.2% more than men.**  
When measuring the median average pay, women are paid **21% more than men.**



The **mean pay** for **women** is **10.2% higher** than that of **men.**



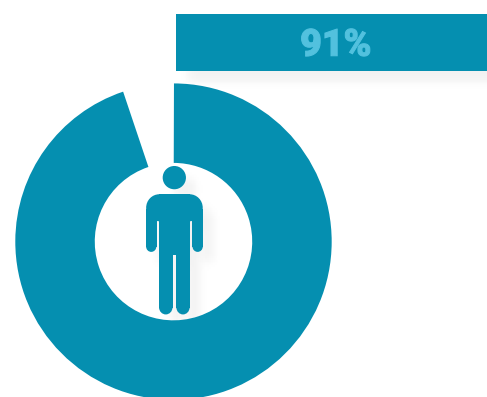
The **median pay** for **women** is **21% higher** than that of **men.**

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

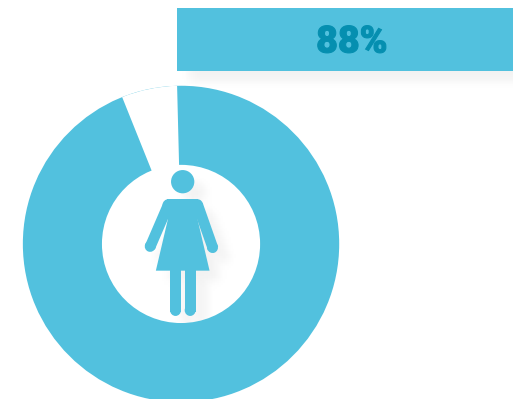
# Gender pay

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

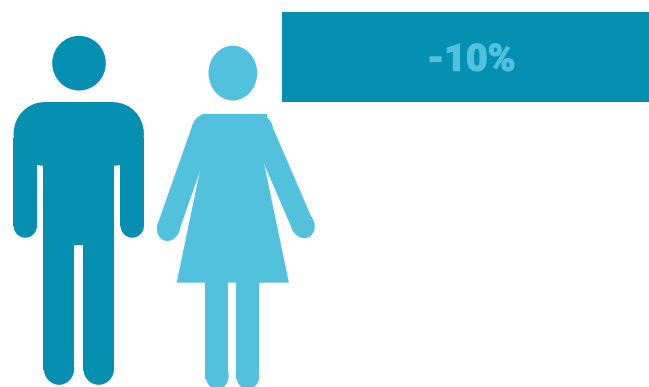


91% of men received a bonus

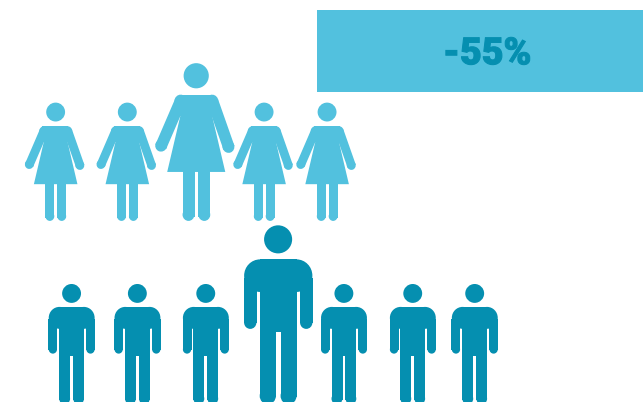


88% of women received a bonus

## Gender bonus pay gap



The mean bonus pay for women is 10% higher than men



The median bonus pay for women is 55% higher than men.

# Understanding our results



## Our Results

All of our reporting data shows a gender pay gap in favour of females in our business.

This is in part a factor of our industry as a greater proportion of men work on our factory lines and therefore are overrepresented in our lower income quartiles.

As well as this, our median bonus pay gap is in part due to a relatively greater proportion of females based in our head office in higher banded roles, compared to those in our factory. The percentage weighting of bonus pay for people in these head office roles is geared towards business rather than individual performance and so payouts are higher when we achieve strong results, as we did during this period.

We have great gender balance throughout our leadership teams and we have set targets for balanced diversity ratios for leadership positions. In January 2024 we took part in the Grocery Aid DE&I Maturity Model index to benchmark ourselves against other FMCG businesses and have an action plan to work on how to improve the index by next year.

We continue to encourage more women into manufacturing roles and some of our female leaders in supply chain have recently attended the Global Women in Leadership Accelerator programme as part of our continued focus to help more women into senior roles in our factory.

In February 2024 we also launched our first Employee Impact Group (EIG) focusing on women. The group is employee-led to allow them the freedom to share honest feedback, identify gaps and work with our People and Culture team to develop the right plans and solutions.

We are proud of how we support women in our business, while recognising that we still have more work to do in some areas.

# Inspiring brilliance

## Launching our Women's EIG

"I'm incredibly proud to lead the Women's EIG in our business. Our group exists to advocate for positive change and our goal is to make every woman feel empowered to achieve their own version of success.

We work together to share insights, identify gaps and opportunities and develop plans to further support women.

We know our business already does so much for women, but we recognise we're not perfect and by bringing together this passionate group of employees, we can do our bit to push for more."



**Avgi Tsotsou**  
Women's EIG Lead





# Inspiring brilliance

## A word from our leaders

“This is the first Gender Pay Gap report I am commenting on after my recent appointment to COO in October 2024. The time period\* covered within this report reflects the incredible work of my predecessor Carol Robert to drive positive change for women in our business, contributing to a Gender Pay Gap in favour of women.

I like to say that I was born and raised in Suntory having been with the company for most of my professional life. Starting as an assistant brand manager, I hope my journey to the top over the past twenty years can inspire women in our business and beyond.

We are a business that cares deeply about diversity, equity and inclusion in our workforce and across our supply chain. I am honoured to step into this role and will continue to lead, inspire and advocate for women.”



**Elise Seibold**  
Chief Operating Officer  
Suntory Beverage & Food GB&I

“As part of our commitment to diversity, fairness and inclusivity, we must provide the same opportunities to everyone, regardless of gender. Reporting on our gender pay gap is a valuable tool to allow us to scrutinise our data and use it to inform broader reviews on diversity and inclusion in our business.

We work to support women through the challenges that they specifically face to ensure we are an inclusive organisation for women at all stages of their careers. Offering support through life stages such as parental leave and returning to work, or going through the menopause, can aid women’s career development and progression during challenges that disproportionately affect them.

Our DE&I manifesto remains our guide, making sure we maximise the potential of each and every employee and help them to truly unleash their spirit.”



**Jola Brooking**  
People & Culture Director  
Suntory Beverage & Food GB&I

\*April 2023 – March 2024



**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.

**Elise Seibold**  
Chief Operating Officer  
Lucozade Ribena Suntory (SBF GB&I)

**Jola Brooking**  
People & Culture Director  
Lucozade Ribena Suntory (SBF GB&I)

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