



Pernod Ricard UK  
*Créateurs de convivialité*

**Pernod Ricard UK**  
**Gender Pay Gap Report**  
2018

# Introduction

Pernod Ricard UK is part of Group Pernod Ricard and is responsible for the sales, marketing and distribution of the Group's spirits, wines and champagnes in the UK.

We are committed to providing an inclusive, diverse, collaborative and convivial working environment for all our employees and firmly believe that our corporate strength lies in harnessing the diversity of our individual differences in all dimensions: gender, age, race, nationality, religion, sexual orientation, disability, background and education.

An Employer's Network for Equality and Inclusion GOLD Tide Award holder and a Top 50 Undergraduate Employer – we greatly value our highly engaged and passionate team.

Under UK legislation every organisation employing more than 250 people is required to annually publish data on pay and bonuses to provide a comparison between the earnings of men and women and any related 'Gender Pay Gap'. Pernod Ricard UK is subject to these regulations and this report summarises our data, provides our commentary on the results and sets out our approach to diversity and inclusion.

We are committed to the elimination of any gender pay gap over time and we have conducted an equal pay audit to enable us to take a holistic approach to action planning. We recognise that there are multiple influencing factors on the gender pay gap including organisational size. Pernod Ricard UK's size places it just inside the statutory reporting threshold.

# What is the gender pay gap?

In the interests of clarity, we should highlight that the data reported below, in line with the regulations, reports on the matter of the Gender Pay Gap which is typically the product of an over representation of men in higher paid jobs as distinct from the matter of equal pay which would be the product of a situation where men and women were paid differently for the same job.

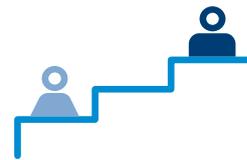
### Unequal Pay

Paying men and women differently for the same job. This is illegal in the UK.



### Gender Pay Gap

Lower paid jobs more likely to be filled by women than men.



## How do we calculate the Gender Pay Gap?

### Median difference



Lowest hourly paid      **Median hourly paid M vs F**      Highest hourly paid



### Mean difference



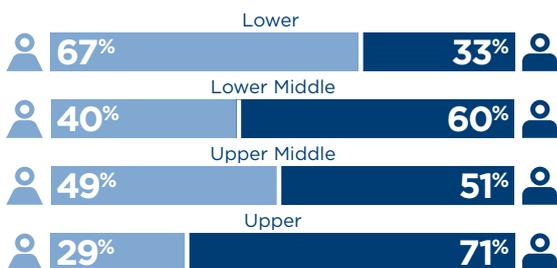
The sum of hourly rates of all male employees divided by the count of all male employees vs. the same for females.



### PRUK Gender Pay Gap Statistics

<b>Overall Median Gender Pay Gap</b> <b>16.8%</b>	<b>Overall Median Gender Gap Bonus</b> <b>36%</b>	<b>Profile of Employees Receiving a Bonus</b> <p>All PRUK employees are entitled to a bonus payment subject to our Bonus Scheme Rules. In the reporting period, all eligible employees received a bonus. The distribution of bonus payments for male vs female is the product of the reporting snapshot date in relation to employment dates.</p>
<b>Overall Mean Gender Pay Gap</b> <b>19.5%</b>	<b>Overall Mean Gender Gap Bonus</b> <b>27%</b>	

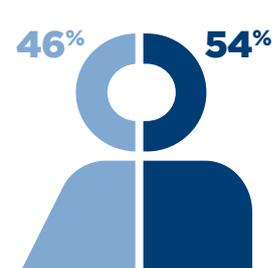
### Hourly Pay Quartile Distribution



### PRUK Senior Leadership Team



### Total Organisation



Pernod Ricard UK's gender pay gap is similar to the national average and is primarily driven by the distribution of gender across quartiles.

¹ Source: ONS Annual Survey of Hours and Earnings - Provisional 2018 Gender Pay Gap

# Closing the gender pay gap

We have active programmes in place both locally and globally through Group Pernod Ricard to deliver 'Better Balance' in our leadership teams. This and our long-standing commitment to the provision of an inclusive, vibrant and convivial working culture is supported by an established and growing range of initiatives:



## Flexible working environment

We offer a highly flexible working environment in which we value output and contribution above all else. We encourage flexible start and end times to allow members of our team to accommodate their personal and family commitments.



## Diversity and Inclusion Champion programme

We have a passionate and committed team of employee Champions who support their colleagues with a focus on diversity in all its dimensions. Pernod Ricard UK is a member of the Employers Network for Equality & Inclusion (ENEI) and is a member of Stonewall's Diversity Champions Programme.



## Parental leave support

We provide coaching for colleagues planning parental leave periods including maternity leave and to those returning from such leave.



## Driving Better Balance - Inclusive Leadership Programme

Our senior leadership team is currently 38% female and 62% male. Our leadership development programme is designed to drive inclusive leadership and to support our current and future leaders as role models. We actively promote the benefits of gender balance at Group and UK level through our 'Better Balance' programme and seek to address any challenge of unconscious bias through training interventions.



## Support for working parents and carers

We provide access to free emergency childcare and resources that support members of our team with caring responsibilities at all life stages.



## Wellbeing

We are committed to the support of our teams through a holistic approach to performance, health and wellbeing through sports and activity clubs and mindfulness training.

