

# Gender Pay Gap Report 2021



Pernod Ricard UK  
*Créateurs de convivialité*

**A**t Pernod Ricard 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.

We are the proud employers of a talented team within which we welcome colleagues from a wide range of nationalities, backgrounds, ethnicities and ages.

In this report we summarise our data under statutory gender pay gap reporting methodology as at April 2021 and set out details of our approach to inclusion, diversity and equality within our organisation.

While we have successfully implemented initiatives to drive 'Better Balance' within Pernod Ricard UK and have a strong female talent pipeline we are committed to the ongoing, proactive management of equal gender representation at all levels of our business and to supporting our colleagues to fulfil their potential through the effective management of their careers.

While we are pleased to report positive progress against many statutory measures included in Gender Pay Gap reporting since 2018, including a reduction in the mean gender pay gap by 7.7% in the last 3 years, we are clear that we still have much to do to maintain a position as an inclusive employer of choice and we remain fully committed to creating an equitable and diverse community for our people, ensuring they are proud to belong, committed to care and empowered to perform.



**Pam Rowan**  
HR Director – PRUK



Committed  
to **care**



Empowered  
to **perform**



Proud  
to **belong**

# Gender Pay Gap

## - 2021

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.

The data reported below, in line with the regulations, reports on the matter of the Gender Pay Gap which is typically the product of 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 or similar job.

### UNEQUAL PAY

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

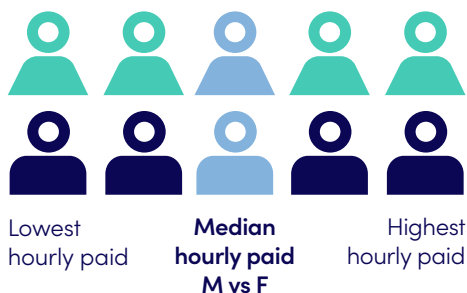


### GENDER PAY GAP

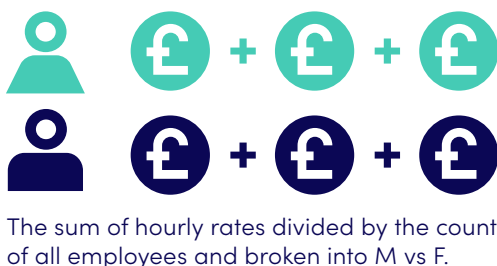
Having more lower paid women than men at some levels of the company.

## How do we calculate the Gender Pay Gap?

### MEDIAN DIFFERENCE



### MEAN DIFFERENCE



Female  
 Male

## PRUK Gender Pay Gap Statistics

Overall **Median**  
Gender Pay Gap

**18.1%**

Overall **Mean**  
Gender Pay Gap

**11.8%**

Overall **Median**  
Gender Gap Bonus

**15.9%**

Overall **Mean**  
Gender Gap Bonus

**18.7%**

### Profile of Employees receiving a Bonus

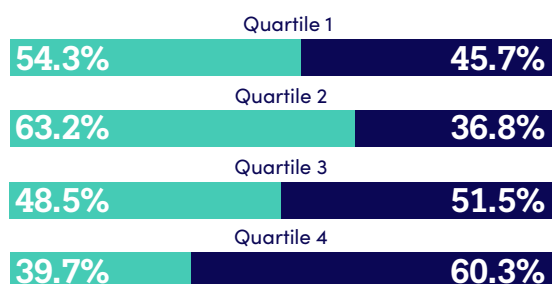
All PRUK employees are entitled to a bonus payment subject to our Bonus Scheme Rules. In the reporting period, all eligible employees received a bonus.

The distribution of bonus payments for male vs female is the product of the reporting snapshot date in relation to employment dates.

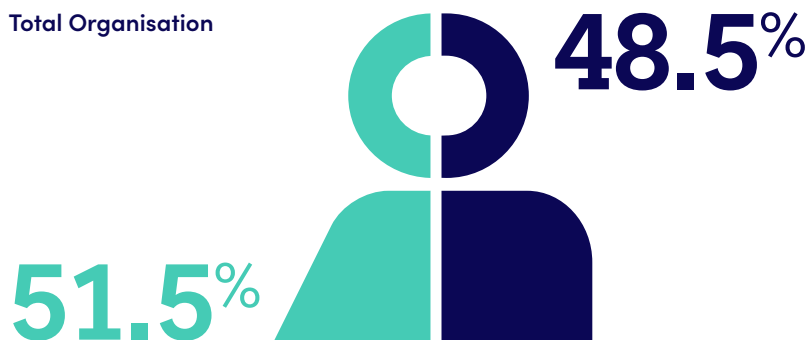
**83.3%**  
Female

**88.1%**  
Male

### Hourly Pay Quartile Distribution



### Total Organisation





With diversity, inclusion and equality consistently at the top of our company agenda we have a range of ongoing initiatives that support our ambitions to maintain our position as an employer of choice.

We have developed a bespoke internal site to share all our information across our three key 'Better Balance' initiatives: **Mental Health, Diversity & Inclusion and Wellness Works.**



# Diversity & Inclusion

We continue to work with our established team of Diversity & Inclusion Champions to actively promote awareness of Equality, Diversity and Inclusion across the business, to celebrate differences and create a range of education opportunities.

## 01

We partner with specific recruitment agencies dedicated to supporting ethnic and minority groups

## 02

We insist on diverse selection panels on every recruitment campaign

## 03

We provide mandatory inclusive leadership training to all our employees





# Driving Better Balance

Our leadership development approach supports our current and future leaders as role models. We actively promote the benefits of gender balance at all levels through our 'Better Balance' programme and seek to address any challenge of unconscious bias through training interventions including Inclusive Leadership and Inclusive Culture.

# Mental Health

We believe that the Mental Health of our colleagues can have a profound and positive impact within our business and we are therefore committed to creating a safe, healthy workplace where the mental and physical health of employees are valued equally.

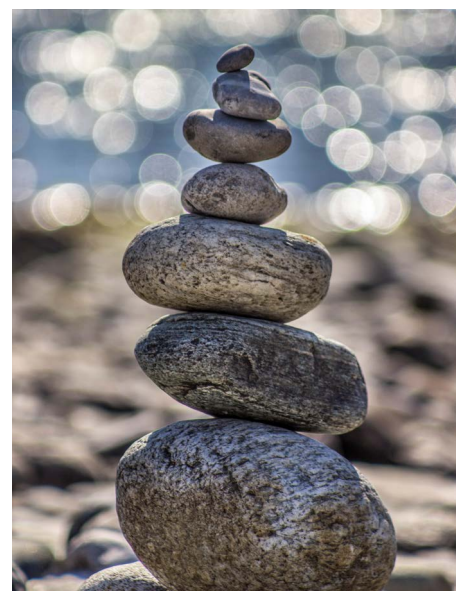
In 2020/21 our team has experienced the universal challenges brought by the COVID pandemic and in response, over the last 18 months, we have expanded and enhanced the range of existing mental health resources available to all our employees to promote and sustain good mental health.

We have doubled our workplace Mental Health First Aiders, to 20, all whom are fully trained, willing and able to provide support for those that need it, whenever they need it.



## In addition, we have provided :

- Mental Health Awareness Training for all Managers
- Access to 1-1 sessions with a fully qualified and experienced counselling psychotherapist
- An 8 part programme from The Art of Brilliance including 'The Art of Being Brilliant'; 'Bouncebackability' and 'The Why Factor'
- Cognitive Behavioural Therapy (CBT) available via our Private Medical Insurance provider (Vitality)
- 24/7 Employee Assistance Programme (EAP) - a confidential advice service which offers support in all areas including health & legal advice, debt management, and bereavement support.



# Physical Health - Wellness Works

We believe in actively supporting the health and well-being of our colleagues by encouraging all our employees to adopt a healthier lifestyle and providing opportunities to focus on physical and mental well-being.

We have maintained our focus on the importance of physical health and in addition to the numerous clubs already available including Tennis, Football, Pilates, Yoga, Book Club and Wine Club, we have created a suite of resources, sessions, training and guidance available to everyone to help make sure we continue to look after ourselves even in the most challenging of times.



# Smart Working

Promoting work life balance through flexible working and family friendly policies

Work life balance is rightly recognised as a key component of success in every dimension. That is why we work 'SMART' at PRUK. Our team are invited to choose (within agreed parameters) when, where and how they work. SMART Working is a partnership between our Managers and Employees, and it is this partnership approach, rooted in mutual trust, that is critical to making our initiative a success.

We continually evaluate, update and enhance our policies and we have recently revised our family friendly policies to increase Company pay within our maternity, paternity and shared parental leave entitlements.

In the past year we have also taken the decision to reduce our contractual working week by

**2.5**  
HOURS



**6.7%**  
DECREASE

and increased our annual leave entitlement by

**3**  
DAYS



**12%**  
INCREASE

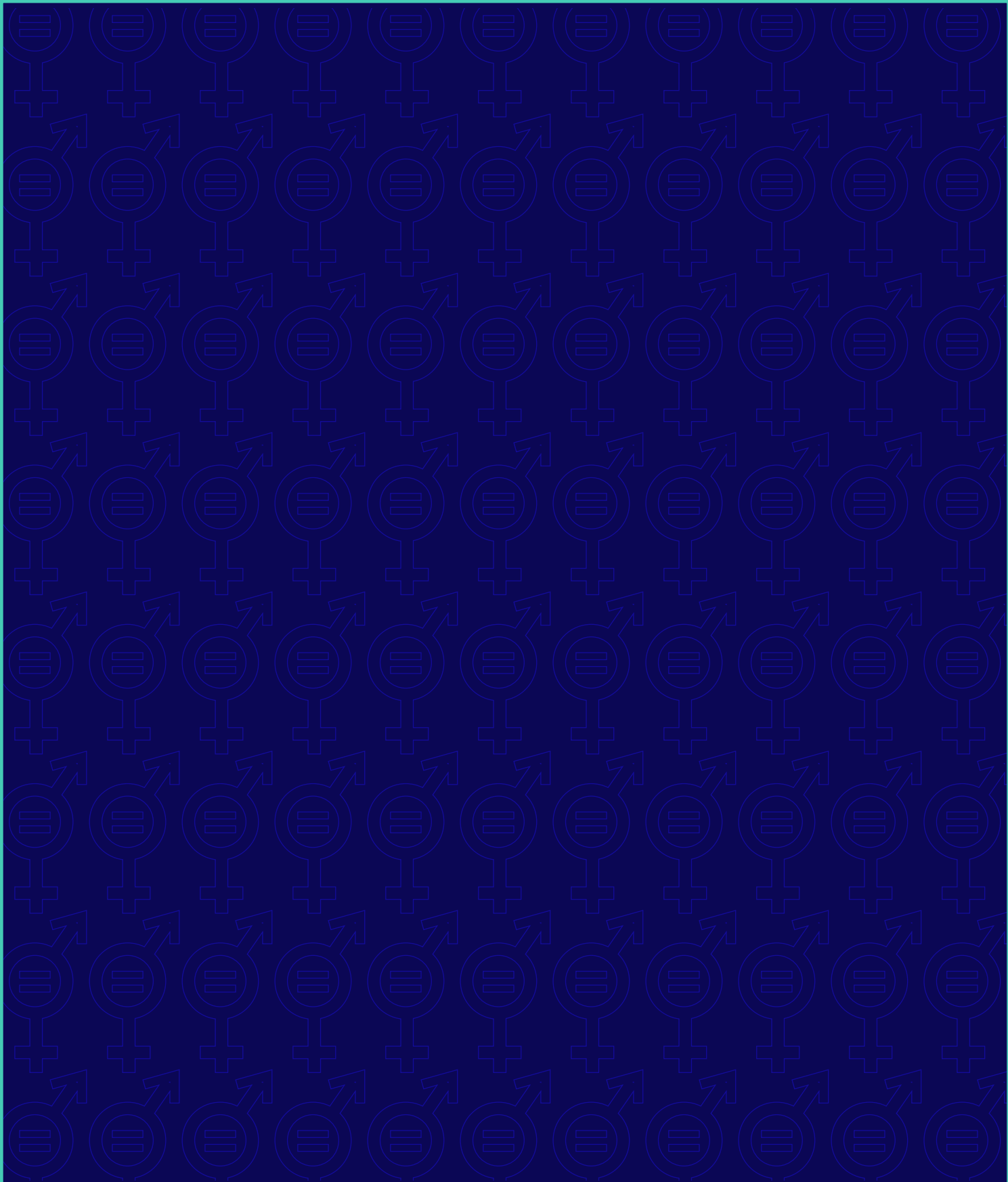




# Support for Working Parents and Carers

We recognise that COVID-19 has brought many challenges and changes for our team and in particular for families with caring responsibilities as they have juggled the needs of working from home with family life. Over the past 18 months we have actively provided useful resources to help create much needed balance including teaching resources, additional company benefits, relevant internal and external updates and support mechanisms such as wellness sessions, home-schooling webinars and 24/7 support through our partners at My Family Care.





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