



Gender  
Pay Gap  
Report  
2021

# Welcome to our Gender Pay Gap Report

Beam Suntory is an equal opportunity employer and values diversity and inclusion as key factors in our global success. As a world leader in premium spirits, Beam Suntory inspires human connections, and **our people are our #1 priority**. Our employees are custodians of our world-class portfolio of historic and innovative brands.

Our unique East-Meets-West culture is rooted in our culturally diverse heritage. Our business is rooted in legacies dating back centuries, spanning from Japan, Scotland, Kentucky and beyond.

We believe it's our combination of historic strengths that sets us apart. Beam Suntory offers a unique blend of agility and long-term thinking, a collective commitment to excellence and a dedication to quality and craft. We balance a respect for our legacy and a bold commitment to build a bright future.

Supported by this culture, every person at Beam Suntory is invited to "Unleash Their Spirit," to become a part of our history, and make their own. We value difference and appreciate what everyone can contribute. We inspire each other, and challenge our people to innovate, improve, advance new ideas and try new things in a culture that is charged, creative, challenging and fun.

UNLEASH  
YOUR *Spirit*



## Our UK business

Beam Suntory UK has five distillery sites: **Auchentoshan, Ardmore, Glen Garioch, Bowmore** and **Laphroaig**. We also have a bottling plant and warehousing sites in **Glasgow, Bellshill** and **Linlithgow**, as well as two corporate offices (**Springburn, Glasgow** and **Stockley Park, Uxbridge**).

At the time of publication, we have **387 employees** working across Beam Suntory UK.



Our people are the pride of our business and our key competitive advantage, and many of our employees in the UK bottling, distilling and maturation sites have tenures of more than 20, 30 and 40 years.

The passion and loyalty of our employees cannot be underestimated.

We offer our employees both financial and non-financial benefits that are fair for everyone. In addition to base salary and incentives, our employees enjoy a set of company benefits, awards and recognition programmes. These benefits cover health and wellness, work/life balance, flexible working, pension, life insurance and a brand ambassador programme.

Beam Suntory remains committed to providing fair rewards and investing in career opportunities for all our employees, regardless of their gender. We are continuing our efforts to achieve gender equity across all levels of our business, and we have a clear set of ambitious targets in this area, as we believe that inclusive and diverse teams drive innovation and achieve more.



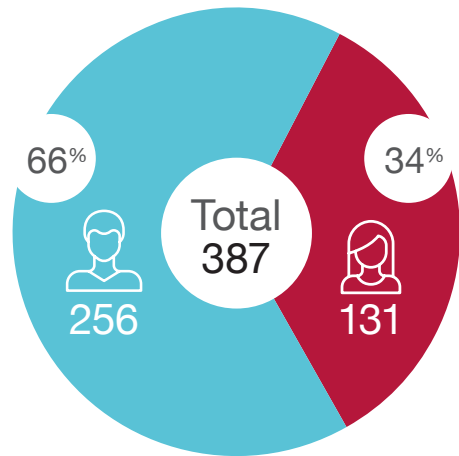


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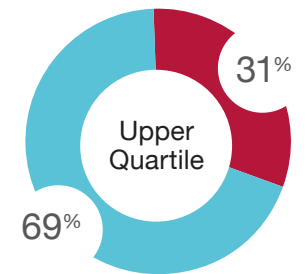
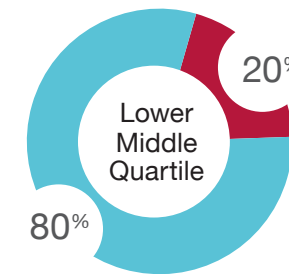
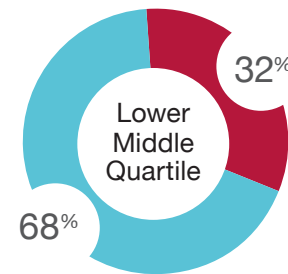
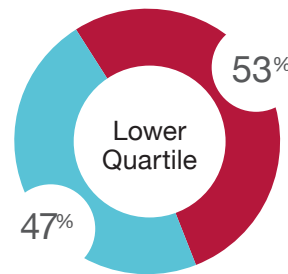


# Gender Pay Gap results 2021

Number of employees



Quartile Data: Proportion of Men/Women in each quartile band

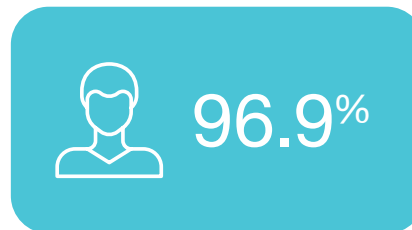


23.6% Difference in Median Hourly Pay

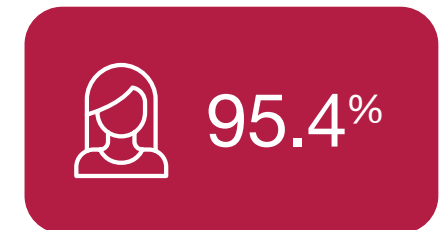
16.0% Difference in Mean Hourly Pay

-204.2% Difference in Median Bonus

39.3% Difference in Mean Bonus



Proportion of Men/Women receiving bonus



# Understanding our results

This report focuses on gender pay, which is the difference in pay between all men and women across the organisation. It does not reflect equal pay, which refers to the difference in pay between men and women in comparable roles (equal pay for equal work). Beam Suntory has robust reward policies in place that are based on market competitive principles.

These policies foster equal pay for equivalent roles, regardless of gender.

The gender pay gap that we have identified largely reflects the significantly higher number of men working within manufacturing roles. These roles have historically attracted more male applicants than female applicants. As a result of the variable shift patterns attached to these roles, these employees also receive a shift allowance premium, which impacts the average salary for our male employees.

For most other areas of our business, we have a more even split between male and female employees. However, there are more men at a senior level with longer tenures; the longer the tenure the more likely an individual is to have taken advantage of long-term incentive benefits.

The median bonus gap is driven predominantly by our production employees, the majority of whom are male and who, as part of their overall reward package, receive a lower percentage bonus award when compared with salaried positions across the rest of the UK business.



## Looking ahead

We are proud of the fair and equitable pay practices we have embedded across our business, but we recognise we have work to do.

2021 was a year in which we continued to build on the programmes and policies within our business that will propel us to our **global objective of 50% of our global leadership positions filled by women by 2030.**

We are also working more broadly within DEI to increase and retain multi-cultural talent, and create an inclusive mindset and an industry-leading sense of belonging.

Since our last report, we've expanded our global DEI team again. In 2021, we hired **Victoria Russell** as our CDIO, and in December of the same year we added a further two experienced leaders in **Deloras Jones** and **Tyson Bauer** increasing our capacity to drive change.

This expanded team continues to implement and build on measures and initiatives to ensure that diversity of thought, experience and culture is at the forefront of our business.

We have comprehensive training programmes in place around the world and at all levels of Beam Suntory; we require everyone in our business to have, and be accountable to, a DEI goal in their performance objectives and we continue to embed our enhanced performance management, talent review and talent acquisition processes to remove hidden biases and be as objective as possible. Our DEI ally network has now reached over 90 allies in our International region and our re-launched DEI reverse mentoring programme matched 45 mentor and mentees.

Our Women In Leadership programme goes from strength to strength; the six-month course enhances leadership capabilities and provides a platform for leaders to network with peers, mentors and senior leaders as they continue to grow their careers and succeed as emerging leaders at Beam Suntory and beyond.

In 2022, we're rolling out our 60/40 hybrid future of work model that grants ever greater flexibility to employees to set working hours at locations that works for them. This is part of a strong package of enhanced benefits that includes at least 26 weeks of fully paid leave for the birth or adoption of a child for primary caregivers, with secondary caregivers receiving four weeks' paid leave. This places Beam Suntory in the top tier of global company parental leave policies.

**We are looking forward to building on these initiatives and more in the future.**



