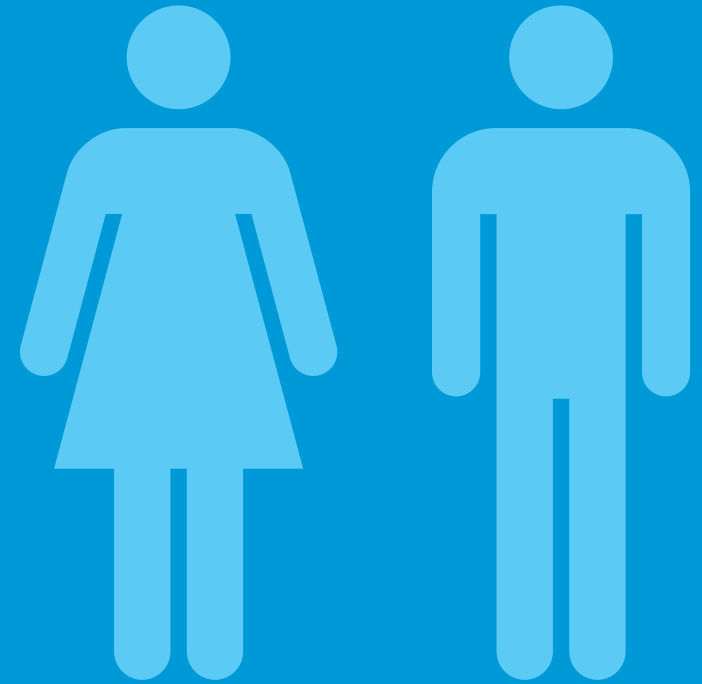


# Gender pay gap



October, 2021

# Gender pay gap report

Included in the current report are details for Ardagh Metal Packaging - UK and Ardagh Glass Packaging - UK. This report comprises the Gender Pay Gap Report details for April 5, 2020.

The criteria for measuring the Gender Pay Gap has not changed and the elements measured are:

- Gender pay gap (mean and median figures) as at April 5, 2020
- Gender bonus gap (mean and median figures) for the 12-month period preceding April 5, 2020.
- Proportion of men and women in each quartile of equal employee numbers across the organisation as at April 5, 2020.
- Proportion of men and women receiving bonuses in the 12-month period preceding April 5, 2020.

As Ardagh continues to be a successful manufacturing business in the UK, we acknowledge our responsibility to create an environment which encourages a diverse workforce, providing opportunities, training and development, and progression for our employees. We have committed to a strong and sustainable diversity, equity and inclusion policy and have a dedicated team within the business, driving the agenda and actions through the entire organisation. We see diversity as important for continued growth in our business, and we continue to develop on progress made.

The gender pay gap is not the same as equal pay. Equal pay ensures that men and women at Ardagh receive the same pay for carrying out the same or equivalent work. The gender pay gap is an average figure for all employees within each Ardagh employing entity in the UK, regardless of role or seniority.

Within the UK, Ardagh is split into two separate employing entities and for each entity we have reported the gender pay gap figures in this report:

1. Ardagh Metal Packaging
2. Ardagh Glass Packaging.

Variations in results across the separate entities are due to different factors including size, history and environment, however, the policy to increase diversity operates consistently across both.

In Ardagh Metal Packaging we have been successful in hiring female apprentices which adds to our diversity in general. We are also pleased to confirm the promotion of females into management positions within our production facilities.

Of the changes in the report for Ardagh Glass Packaging, we have extended our recruitment processes to make it more open to encouraging more females into roles across our production facilities. The data also includes an internal restructure in 2019 that saw several senior female employees join the payroll from elsewhere in the organisation.

The overall reward package offered to our employees remains extremely competitive. Historically, our attrition rates have been low however, changing demographics and continuously seeking to convert opportunities are having an impact and this can be seen in the gradual improvements in our data.

While it will take time to forge a fully diverse workforce, Ardagh is committed to doing so and also to be transparent in the process. Our people are fundamental to our success and our strategies reflect this commitment.

We confirm that the information in this report is accurate and prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**Joanne Parker-Smith** - Ardagh Metal Packaging - UK - HR Manager

**Karen James** - Ardagh Glass Packaging - UK - HR Manager

The total number of employees employed on 5th April 2018 within Ardagh Glass was 1445



The Mean gender pay gap  
**6.5%**

The Median gender pay gap  
**7.7%**

Pay Quartile Bands	
<b>Upper Quartile</b>	
Male	<b>89.7%</b>
Female	<b>10.3%</b>
<b>Upper Middle Quartile</b>	
Male	<b>96.9%</b>
Female	<b>3.1%</b>
<b>Lower Middle Quartile</b>	
Male	<b>92.7%</b>
Female	<b>7.3%</b>
<b>Lower Quartile</b>	
Male	<b>88.2%</b>
Female	<b>11.8%</b>
<b>Bonus Payments</b>	
% of Males who received a bonus	<b>98.9%</b>
% of Females who received a bonus	<b>97.4%</b>
The Mean Bonus Gender Pay Gap	<b>-60.2%</b>
The Median Bonus Gender Pay Gap	<b>0.00%</b>

The total number of employees employed on 5th April 2020 within Ardagh Metal Packaging was 561



The Mean gender pay gap  
**16.37%**

The Median gender pay gap  
**16.89%**

Pay Quartile Bands	
<b>Upper Quartile</b>	
Male	<b>97%</b>
Female	<b>3%</b>
<b>Upper Middle Quartile</b>	
Male	<b>99%</b>
Female	<b>1%</b>
<b>Lower Middle Quartile</b>	
Male	<b>96%</b>
Female	<b>4%</b>
<b>Lower Quartile</b>	
Male	<b>90%</b>
Female	<b>10%</b>
<b>Bonus Payments</b>	
% of Males who received a bonus	<b>99.2%</b>
% of Females who received a bonus	<b>100%</b>
The Mean Bonus Gender Pay Gap	<b>3.91%</b>
The Median Bonus Gender Pay Gap	<b>0%</b>

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