

Gender Pay Gap

2018 Report



Gender Pay Gap Report



From April 2017, all large UK companies employing 250 people or more are required to report the following gender pay gap figures:

- Gender pay gap (mean and median figures) as at 5 April 2017
- Gender bonus gap (mean and median figures) for the 12 month period preceding 5 April 2017
- Proportion of men and women in each quartile of equal employee numbers across the organisation as at 5 April 2017
- Proportion of men and women receiving bonuses in the 12 month period preceding 5 April 2017

As a significant manufacturing business in the UK, Ardagh welcomes this step. We believe that it is important for all companies to be transparent about pay, and that by doing this, progress will be made in bridging the gender pay gap that exists in the UK today.

The gender pay gap is not the same as equal pay. Equal pay ensures that men and women at Ardagh Group 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's GB workforce, regardless of their role or seniority.

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

1. Ardagh Glass
2. Ardagh Metal Packaging
3. Ardagh Metal Beverage

As a manufacturing business, in our factories within Glass, Metal Packaging and Metal Beverage, the balance of the workforce is male dominated and has been for a large number of years. This means our gender balance is uneven. In addition, the overall reward package offered to our staff is

extremely competitive which means that our attrition rates are extremely low. This in turn means that in some areas of the business it may take more time to address this gender imbalance. The picture is different in our office environments as these types of working environments tend to attract both men and women.

Our gender pay gap variations across our different entities are influenced on the one hand by the proportionately larger number of men in senior roles and proportionately more women in support administrative functions which is still typical of manufacturing in the UK. On the other hand, we also proportionately have good representation of women in our top quartiles in our director roles and proportionately more men in the technical roles within our factories. The result is that whereas we have a high gender pay and bonus pay gap in some business areas, we also have a high negative bonus gap in other areas.

People are fundamental to our success and our strategy within the Ardagh Group in Europe is to embrace diversity and create opportunities that encourage women, younger people and all backgrounds to join Ardagh Group and be part of this innovative and progressive organisation.

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.

Keith Swindell, Finance Director UK

The total number of employees employed on 5th April 2017 within Ardagh Glass was 1423.



The Mean Gender Pay Gap
9.7%

The Median Gender Pay Gap
10.1%

Pay Quartile Bands	
Upper Quartile	
Male	94.7%
Female	5.3%
Upper Middle Quartile	
Male	95.2%
Female	4.8%
Lower Middle Quartile	
Male	95.2%
Female	4.8%
Lower Quartile	
Male	86.2%
Female	13.8%
Bonus Payments	
% of Males who received a bonus	100%
% of Females who received a bonus	100%
The Mean Bonus Gender Pay Gap	46.1%
The Median Bonus Gender Pay Gap	0.0%

The total number of employees employed on 5th April 2017 within Ardagh Metal Packaging was 407.



The Mean Gender Pay Gap
-3.1%

The Median Gender Pay Gap
6.9%

Pay Quartile Bands	
Upper Quartile	
Male	92.6%
Female	7.4%
Upper Middle Quartile	
Male	98.9%
Female	1.1%
Lower Middle Quartile	
Male	92.6%
Female	7.4%
Lower Quartile	
Male	88.3%
Female	11.7%
Bonus Payments	
% of Males who received a bonus	94.5%
% of Females who received a bonus	89.3%
The Mean Bonus Gender Pay Gap	-27.0%
The Median Bonus Gender Pay Gap	47.9%

The total number of employees employed on 5th April 2017 within Ardagh Metal Beverage was 564.

5%
female



95%
male



The Mean
Gender Pay Gap
21.93%

The Median
Gender Pay Gap
17.13%

Pay Quartile Bands	
Upper Quartile	
Male	99.0%
Female	1.0%
Upper Middle Quartile	
Male	100.0%
Female	0.0%
Lower Middle Quartile	
Male	95.0%
Female	5.0%
Lower Quartile	
Male	87.0%
Female	13.0%
Bonus Payments	
% of Males who received a bonus	93.5%
% of Females who received a bonus	93.5%
The Mean Bonus Gender Pay Gap	-44.31%
The Median Bonus Gender Pay Gap	-31.81%

For further information:
communications@ardaghgroup.com

www.ardaghgroup.com