

Gender pay gap



Gender pay gap report

In 2018 Ardagh published its Gender Pay Gap results for April 2017. The reporting elements have remained the same and this report comprises the gender pay gap figures for April 2018 in the following categories:

- Gender pay gap (mean and median figures) as at 5 April 2018
- Gender bonus gap (mean and median figures) for the 12 month period preceding 5 April 2018
- Proportion of men and women in each quartile of equal employee numbers across the organisation as at 5 April 2018
- Proportion of men and women receiving bonuses in the 12 month period preceding 5 April 2018

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 see diversity as important for our continued growth and we are embracing recruitment and retention strategies which bring women, younger people, and all backgrounds, into our business.

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 in the UK, regardless of 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

The Workforce in our factories continues to be male dominated in each of the three employing entities in the UK and the gender imbalance will take time to address. We are actively working to support greater gender and employee diversity from our apprentice and trainee programmes, to our senior roles.

The overall reward package offered to our employees remains extremely competitive which means that our attrition rates are low, however, we are converting opportunities and the figures in this report show improvement in some areas.

Whilst it will take time to forge a fully diverse workforce Ardagh is committed to doing so and to being transparent in its processes. 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.

Keith Swindell, Finance Director UK

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	
Upper Quartile	
Male	93.0%
Female	7.0%
Upper Middle Quartile	
Male	95.3%
Female	4.7%
Lower Middle Quartile	
Male	94.7%
Female	5.3%
Lower Quartile	
Male	87.3%
Female	12.7%
Bonus Payments	
% of Males who received a bonus	97.5%
% of Females who received a bonus	95.3%
The Mean Bonus Gender Pay Gap	-5.0%
The Median Bonus Gender Pay Gap	0.0%

The total number of employees employed on 5th April 2018 within Ardagh Metal Packaging was 371



The Mean gender pay gap **-23.8%**

The Median gender pay gap **1.8%**

Pay Quartile Bands	
Upper Quartile	
Male	85.4%
Female	14.6%
Upper Middle Quartile	
Male	98.9%
Female	1.1%
Lower Middle Quartile	
Male	91.0%
Female	9.0%
Lower Quartile	
Male	91.0%
Female	9.0%
Bonus Payments	
% of Males who received a bonus	91.8%
% of Females who received a bonus	77.4%
The Mean Bonus Gender Pay Gap	-253.5%
The Median Bonus Gender Pay Gap	-20.8%

The total number of employees employed on 5th April 2018 within Ardagh Metal Beverage was 517



The Mean gender pay gap
15.59%

The Median gender pay gap
15.52%

Pay Quartile Bands	
Upper Quartile	
Male	96.0%
Female	4.0%
Upper Middle Quartile	
Male	98.9%
Female	1.1%
Lower Middle Quartile	
Male	95.0%
Female	5.0%
Lower Quartile	
Male	88.0%
Female	12.0%
Bonus Payments	
% of Males who received a bonus	98.8%
% of Females who received a bonus	96.3%
The Mean Bonus Gender Pay Gap	-60.14%
The Median Bonus Gender Pay Gap	-38.55%

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