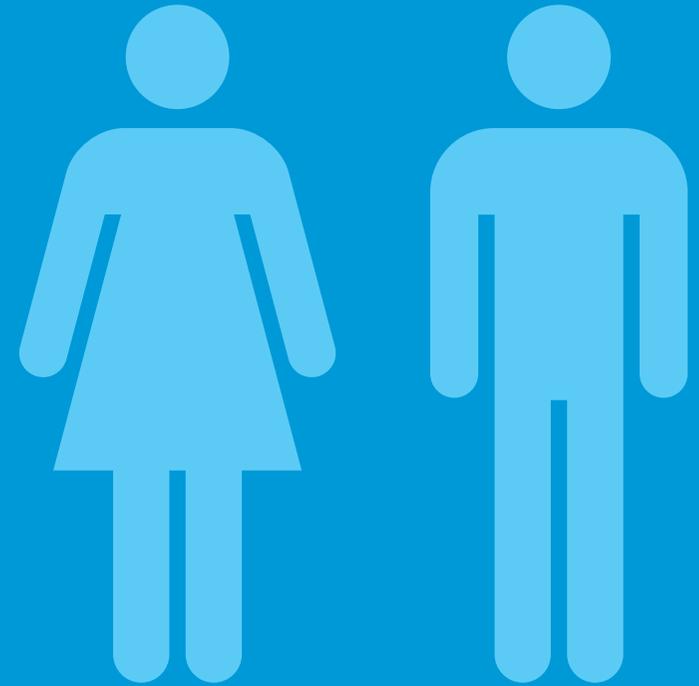


# Gender Pay Gap



April 2023

# Gender Pay Gap Report

This report comprises the Gender Pay Gap Report details for Ardagh Glass Ltd as of April 5, 2021.

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, 2021
- Gender bonus gap (mean and median figures) for the 12-month period preceding April 5, 2021.
- Proportion of men and women in each quartile of equal employee numbers across the organisation as at April 5, 2021.
- Proportion of men and women receiving bonuses in the 12-month period preceding April 5, 2021.

As Ardagh Glass Ltd 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 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 Ardagh Glass Ltd regardless of role or seniority.

We have several women in senior global roles who are included in the Gender Pay Gap for Ardagh Glass Ltd and the variations in some of the data reflect the diversity at these levels. Within our production facilities it is more difficult to see the increase in gender diversity due to pay being directed by negotiated agreements with Trades Unions. Employees are paid according to their role regardless of gender; however, we have continued to increase the number of women in these roles, and have successfully improved our gender diversity in these positions.

The overall reward package offered to our employees remains extremely competitive. Historically, our attrition rates have been low however, changing demographics, the lasting impact of changes initiated, and influenced by working through Covid brought different thinking to how we can adapt our work patterns. Added to economic instabilities, these events have encouraged more flexible working practices which have resulted in more movement and we are using these opportunities to increase all diversity, including gender. We have commenced an intensive project driving inclusivity in our workplaces to develop an environment which is welcoming and appropriate for all gender and diversity needs. Due to our locations and the size of our business, the improvements in data will be incremental rather than significant steps.

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.

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

**Results:** Ardagh Glass Packaging - UK

The total number of employees employed on 5th April 2023 within Ardagh Glass Ltd was 1580



The Mean gender pay gap  
**-13.2%**

The Median gender pay gap  
**6.23%**

Pay Quartile Bands	
<b>Upper Quartile</b>	
Male	<b>88.7%</b>
Female	<b>11.3%</b>
<b>Upper Middle Quartile</b>	
Male	<b>96.3%</b>
Female	<b>3.7%</b>
<b>Lower Middle Quartile</b>	
Male	<b>90.8%</b>
Female	<b>9.2%</b>
<b>Lower Quartile</b>	
Male	<b>87.2%</b>
Female	<b>12.8%</b>
<b>Bonus Payments</b>	
% of Males who received a bonus	<b>34.7%</b>
% of Females who received a bonus	<b>29.3%</b>
The Mean Bonus Gender Pay Gap	<b>-62%</b>
The Median Bonus Gender Pay Gap	<b>-332.8%</b>

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ArdaghGlassPackaging 