



Gender Pay Gap Report - Ireland

Snapshot date 30/06/2025

SUNTORY
BEVERAGE & FOOD GB&I



About Suntory Beverage and Food GB&I (SBF GB&I)

SBF GB&I is the home to some of the UK and Ireland's favourite brands, including Lucozade and Ribena. In Ireland, the business also distributes Suntory's world leading premium spirits such as Jim Beam, Yamazaki and Laphroaig. SBF GB&I is part of Suntory Beverage & Food Europe, one of the five regional divisions of Japan-based Suntory Group.

Our company purpose is to inspire the brilliance of life, by creating rich experiences for people, in harmony with nature.

This purpose is supported by the idea of Growing for Good, which is one of our three company values and framework for our sustainability strategy. Growing for Good sets out our focus on sustainable growth and our belief that both doing good and achieving growth are equally important, and intimately connected to each other.



Breaking it down

What is the gender pay gap?

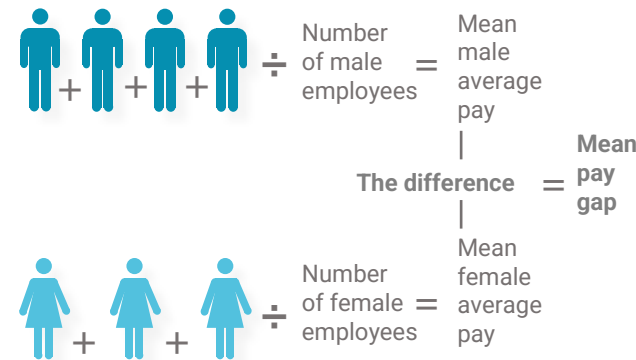
The gender pay gap shows the difference in average earnings between women and men regardless of the job they do. It does not measure equal pay, which relates to the salary women and men are paid for the same or similar jobs.

We're asked to report on our gender pay gap in two ways:

Mean Pay Gap

The mean gender pay gap is the difference in the average hourly pay of all women in SBF GB&I compared to all men in SBF GB&I.

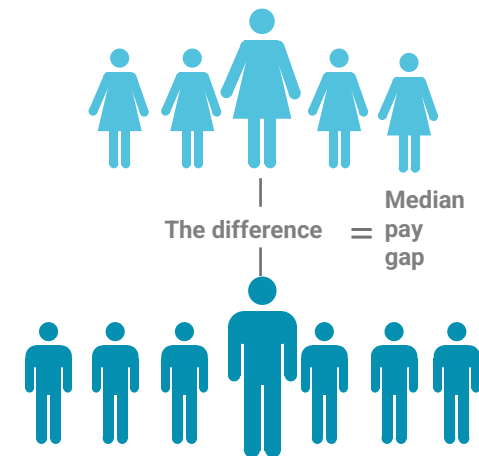
How we calculate the mean difference



*The illustration above represents an organisation with fewer females than males, as is the case with SBF GB&I

Median Pay Gap

The median represents the middle point of a population. If you separately lined up all the women in SBF GB&I and all the men in SBF GB&I from lowest to the highest paid, the median pay gap is the difference between the hourly pay rate for the middle woman compared to that of the middle man.

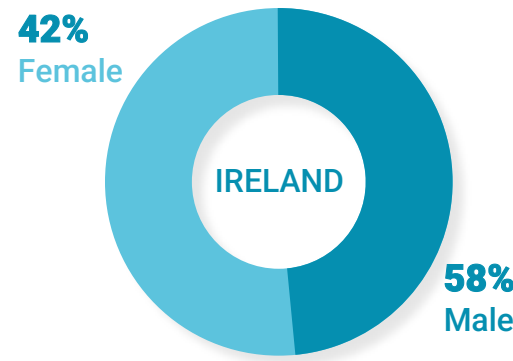


*The illustration above represents an organisation with fewer females than males, as is the case with SBF GB&I

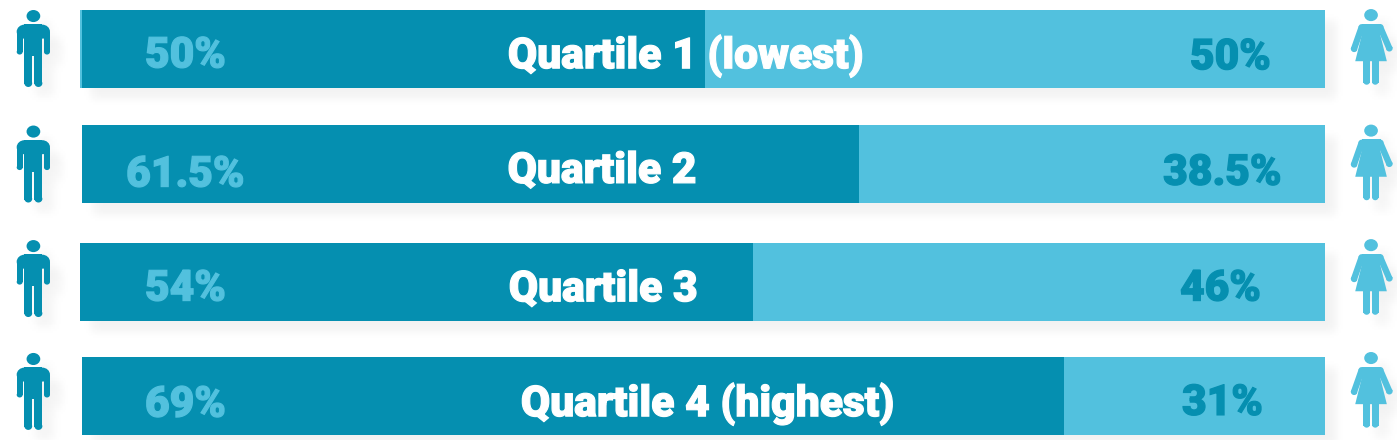
Breaking it down

Our business operates from three sites across Great Britain and Ireland. In Ireland our office is in Sandyford in Dublin. In GB we have our head office in Uxbridge and a manufacturing site in Coleford in the Forest of Dean. Our 53 acre manufacturing site has been in place since 1946 and plays a big part in the local community.

Our employee population in Ireland



Quartile Ranges* (in salary)



* Quartile = Each quartile represents 25% of the SBF Ireland population from the lowest paid to the highest paid employee. The charts depict the gender balance of quartile ranges, showing what percentage in each quartile are men and what percentage are women.

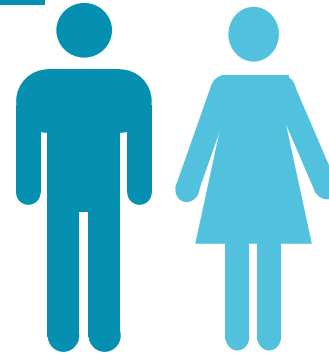
Gender pay

Our commitment to diversity, fairness and inclusivity remains an important part of our people agenda and for us that means providing the same opportunities to everyone, regardless of gender.

Our gender pay gap

When measuring the mean average pay, men are paid **24.5%** more than women.
When measuring the median average pay, men are paid **15%** more than women.

+24.5%



The **mean pay** for **men** is **24.5% higher** than that of **women**.

+15%



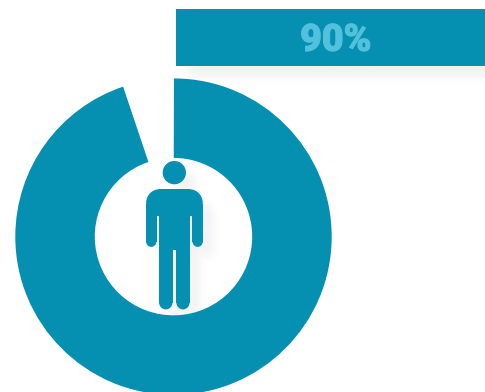
The **median pay** for **men** is **15% higher** than that of **women**.

Please note that a (- number) is in favour of women and a (+ number) is in favour of men.

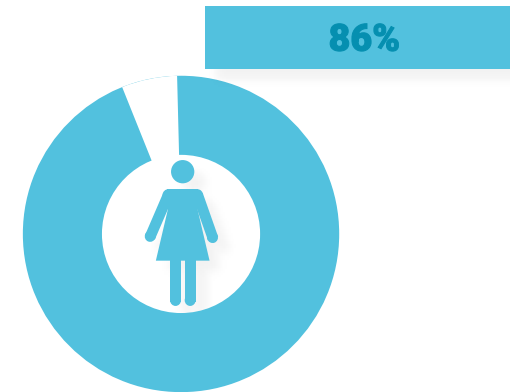
Gender pay

Our performance related bonuses are awarded against a number of agreed individual and company measures. The % of bonus awarded within SBF GB&I increases in line with seniority of the role.

Proportion of men and women receiving a bonus

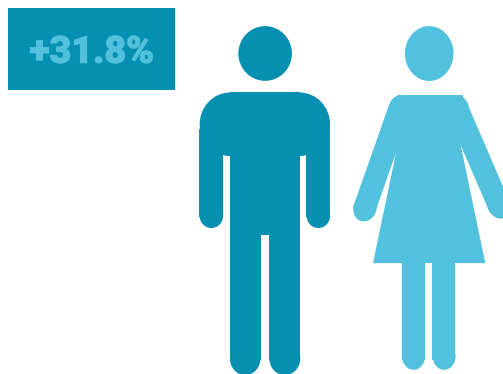


90% of men received a bonus

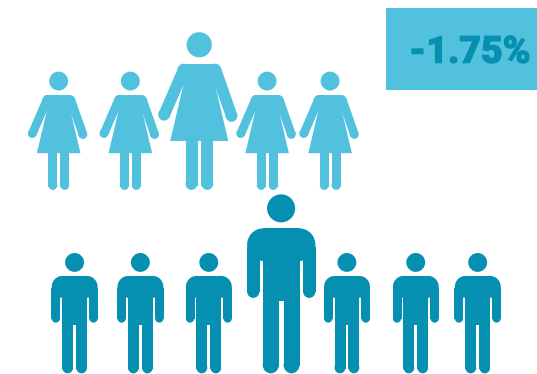


86% of women received a bonus

Gender bonus pay gap



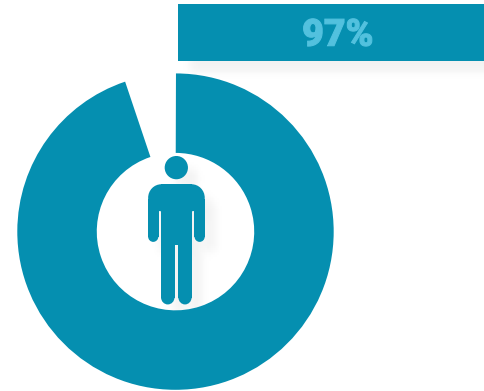
The mean bonus pay for men is 31.8% higher than women



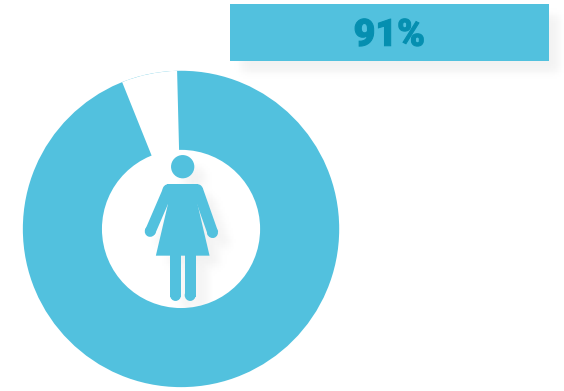
The median bonus pay for women is 1.75% higher than men.

Benefit in Kind

Proportion of men and women receiving Benefit in kind

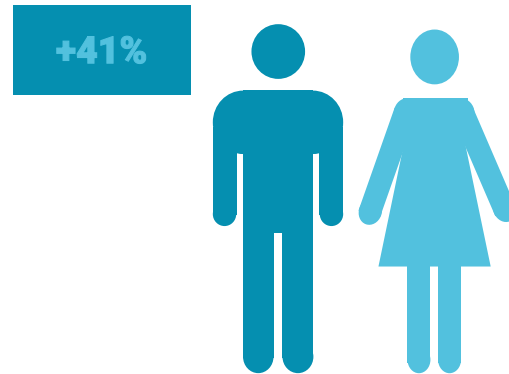


97% of **men** received benefit in kind

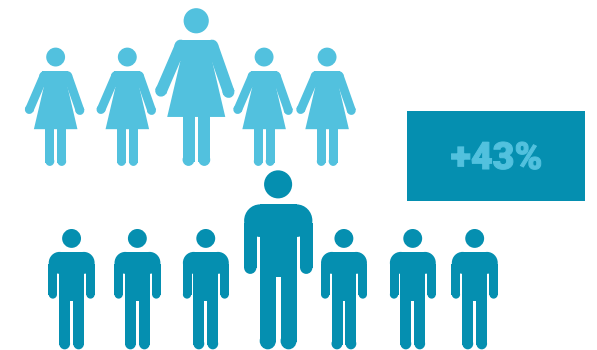


91% of **women** received benefit in kind

Benefit in kind gap



The **mean** Benefit in Kind for men is 41% higher than women



The **median** Benefit in Kind for men is 43% higher than women.

Understanding our results



Our Results

This is the first time we've completed a gender pay gap report for our Ireland business.

Our reporting data shows a gender pay gap that is mainly in favour of males. This is in part a factor of the small population we have in Ireland. With just 53 people in total, each pay quartile has around 13 individuals and the results can be easily influenced by a few roles. For example, there are a few senior, higher-paid roles which are reported as part of our Ireland headcount, but which don't directly support our Ireland business, pushing up the figures in the top quartile.

Our business in Ireland is also very influenced by its sales team, with just under 40% of our workforce in that function. Historically, the positions in this team have been more male dominated and we have a number of employees who have been in the business for a long time, meaning there has been limited turnover of new roles. We are assessing our recruitment practises and considering how we could encourage more women into our sales function in Ireland to help this balance.

Benefits in kind such as private medical insurance and gym membership are offered equally to everyone. However, some benefits in kind are linked to the type of role rather than gender. For example, sales roles frequently include company cars and so our reported gap reflects differences in role-related benefits.

Across our total SBF GB&I business, we have a good balance of genders throughout our leadership teams and we have set targets for balanced diversity ratios for leadership positions. We know there is more we can do to increase the number of women in leadership in Ireland to meet these targets.

In February 2024 we launched our first Employee Impact Group (EIG) focusing on women. The group is employee-led to allow them the freedom to share honest feedback, identify gaps and work with our People and Culture team to develop the right plans and solutions. It was important we had representation from our Ireland business in this group as the areas for improvement will vary across our different sites.

We are proud of how we support women at SBF GB&I, but this first gender pay gap report for Ireland demonstrates we have some work to do in this market. This report is a useful tool to help us discuss how we can change this for the future.

Inspiring brilliance

Hear from our Women's Employee Impact Group

"I'm delighted to have recently joined the Women's EIG. As a former chairperson and current committee member of The Women in Grocery (TWIG) in Ireland, I am passionate about having a platform to support women in the grocery industry and beyond, focusing on leadership, inclusivity and the importance of male allyship.

Volunteering my time in these groups helps me grow personally and professionally as we work together to share insights, identify gaps and opportunities, and develop plans to further support women.

We know our business already does so much for women, but we recognise we're not perfect and through this group we can do our bit to push for more. I'm looking forward to holding our first Women's EIG event in Ireland in 2026."



Michelle Darlington
Women's EIG member
in Ireland

Inspiring brilliance

A word from our leaders

"We are a business that cares deeply about diversity, equity and inclusion in our workforce and across our supply chain. I am honoured to lead, inspire and advocate for women in my role as COO.

I like to say that I was born and raised in Suntory having been with the company for most of my professional life. Starting as an assistant brand manager, I hope my journey to the top over the past twenty years can inspire women in our business and beyond."



Elise Seibold
Chief Operating Officer
Suntory Beverage & Food GB&I

"As part of our commitment to diversity, fairness and inclusivity, we must provide the same opportunities to everyone, regardless of gender.

This is the first time we've reported our gender pay gap for our Ireland business and with a report in favour of men, we know we have some work to do. Reporting on our gender pay gap is a valuable tool to allow us to scrutinise our data and use it to inform broader reviews on diversity and inclusion in our business.



Mark Aherne
General Manager
Suntory Beverage & Food Ireland

"We work to support women through the challenges that they specifically face to ensure we are an inclusive organisation for women at all stages of their careers. Offering support through life stages such as parental leave and returning to work, or going through the menopause, can aid women's career development and progression during challenges that disproportionately affect them.

Our DE&I manifesto remains our guide, making sure we maximise the potential of each and every employee and help them to truly unleash their spirit."



Jola Brooking
People & Culture Director
Suntory Beverage & Food GB&I



Declaration

I confirm that the information set out in this report as required under the **Gender Pay Gap Information Act 2021**.

Elise Seibold

Chief Operating Officer
Lucozade Ribena Suntory (SBF GB&I)

Jola Brooking

People & Culture Director
Lucozade Ribena Suntory (SBF GB&I)

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