

GENDER PAY GAP REPORT 2019
BACARDI MARTINI LIMITED
(the “Company”)

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The gender pay gap shows the differences in average pay between women and men across the Company as a whole. The Company is comprised of the UK Commercial Organisation and several Global Teams, e.g. HR, IT and Communications. It does not measure equal pay, which relates to what women and men are paid for the same or similar jobs or work of equal value.

Population split by male/female employees:

- **47% Male**
- **53% Female**

Mean gender pay gap:

- **0.05%**

Mean bonus pay gap:

- **-3.35%**

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Median gender pay gap:

- **7.13%**

Median bonus pay gap:

- **0.225%**

Males/Females receiving a bonus payment: 88.6%/74.82%

All employees are eligible for a bonus but must have completed at least 3 months' service in the relevant company Financial Year. Quarterly for all Sales and Annual for Non Sales roles. New joiners explain why the actual % receiving a bonus is not 100%. There were more female new joiners as a proportion of the female population than there were males joiners as a proportion of the male population. This explains the difference in males / females receiving a bonus payment.

Proportion of males and females in each quartile* pay band (Male%/Female):

- Upper quartile: **44% M / 56% F**
- Upper middle quartile: **58% M / 42% F**
- Lower middle quartile: **44% M / 56% F**
- Lower quartile: **47% M / 53% F**

**Quartiles are based on hourly pay rates*

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Understanding the mean gender pay gap and mean bonus pay gap:

At the snapshot date the upper quartile is comprised of 56% Female. This reflects the high number of females holding Senior Global positions at this time in the UK. We are pleased to report a 0.05% Mean Gender Pay Gap illustrating the average female hourly rate broadly aligned to males within the business. The -3.35% Mean Bonus Gap is representative of the greater percentage of Senior Females in the Upper Quartile.

At the snapshot date we have a Median Gender Pay Gap to report of 7.13%. This reflect the 'median' male being within the upper middle quartile and the 'median' female being within the lower middle quartile.

We will continue to monitor both mean and median to ensure a positive Gender Pay Gap for our business.

Declaration

We confirm the information and data reported is accurate as of the snapshot date 5th April 2019

Signature

A handwritten signature in black ink, appearing to read 'Amanda Almond', written in a cursive style.

Amanda Almond
Managing Director UK/I

Signature

A handwritten signature in black ink, appearing to read 'Lisa Lawson', written in a cursive style.

Lisa Lawson
HR Director UK/I