

GENDER PAY GAP REPORT 2020
BACARDI MARTINI LIMITED
(the “Company”)

GENDER PAY GAP REPORT 2020



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:

- **51% Male**
- **49% Female**

Mean gender pay gap:

- **-7.4%**

Mean bonus pay gap:

- **-3.35%**

GENDER PAY GAP REPORT 2020

Median gender pay gap:

- **-0.39%**

Median bonus pay gap:

- **17.2%**

Males/Females receiving a bonus payment: 77.27%/82.44%

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%. 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: **57% M / 43% F**
- Lower middle quartile: **52% M / 48% F**
- Lower quartile: **52% M / 48% F**

**Quartiles are based on hourly pay rates*

GENDER PAY GAP REPORT 2020

A group of people in a bar or restaurant clinking glasses in a toast. The scene is dimly lit with warm, golden light from the background, creating a celebratory atmosphere. Several people are visible, their faces partially obscured by the shadows and the focus on the glasses being raised.

Understanding gender pay gap report:

At the snapshot date, both the Mean gender pay gap and the Mean bonus pay gap positively favour females, -7.4% and -3.35% respectively. This is as a result of the greater percentage of senior females in the upper quartile, 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.

At the snapshot date we have a Median Gender Pay Gap to report of -0.39%, reflecting a minimal difference across males and females.

We will continue to monitor both mean and median to close the gender pay gap.

Declaration

We confirm the information and data reported is accurate as of the snapshot date 5th April 2020

Signature

A handwritten signature in black ink, appearing to be 'V. Kazimirov', written in a cursive style.

Vladimir Kazimirov
Managing Director UK/I

Signature

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

Lisa Lawson
HR Director UK/I