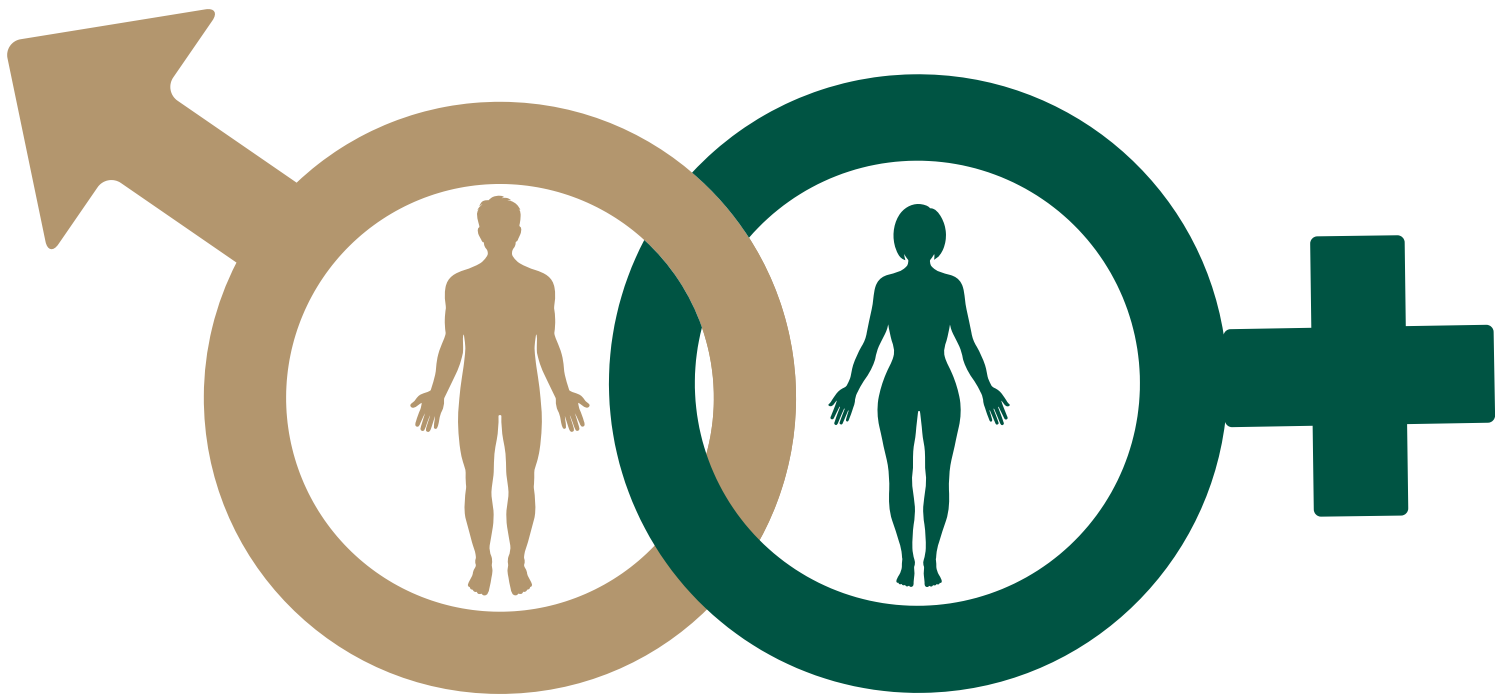




International
Beverage

GENDER PAY REPORT 2024





INTRODUCTION

At International Beverage we believe in fostering an inclusive environment where everyone is treated fairly, has equal opportunities and feels welcome to bring their true self to work.

As an accredited Great Place to Work employer with a place on the 2024 UK's Best Workplaces™ list as well as a recognised Best Workplace for Women, we recognise that our people are the cornerstone of our success. Their diverse perspectives and talents drive our innovation and growth.

Attracting and retaining talented individuals is essential for the growth of our business. We are committed to maintaining an equitable approach in all our policies and procedures, including those related to recruitment, compensation, and professional development.

This report reflects our commitment to building an inclusive and equitable workplace, where everyone has the opportunity to thrive. By continually reviewing our practices and identifying areas for further advancement, we ensure that every employee is at the heart of decision making in our business, and is rewarded fairly and justly for their contribution.

Samantha Kirk
HC Director

About the Gender Pay Gap Report

This report details the gender pay gap within our organisation as required by UK legislation.

The gender pay gap differs from equal pay: the legal requirement, as set out in the Equality Act of 2010, to have equal pay for any individuals doing similar jobs or work of equal value.

The gender pay gap refers to the difference in average earnings between men and women within an organisation. It is typically expressed as a percentage of men's earnings and can be influenced by a variety of factors.

Gender pay gap reporting is calculated in both mean and median averages.

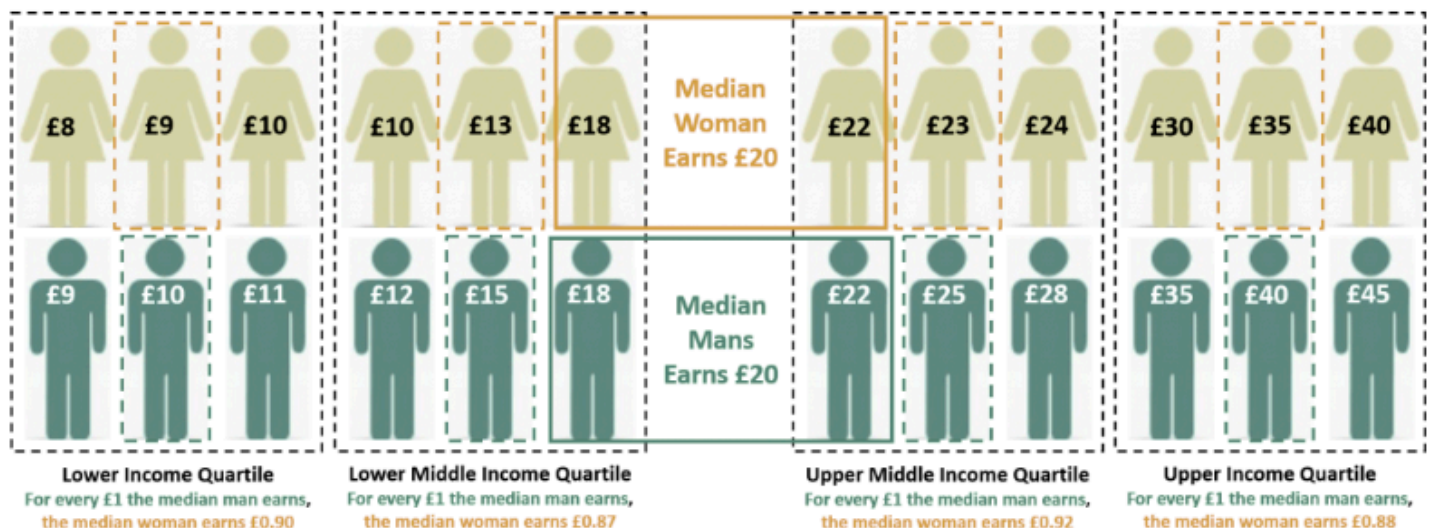
The mean pay gap is the difference in the average hourly pay for women, compared to men, within a company.

The median represents the middle point of a population. If you lined up all the women in a company, and all the men, the median pay gap is the difference between the hourly pay rate of the middle man compared to the middle woman.

Addressing this gap is crucial for promoting fairness, productivity and inclusivity, and a workplace where talent is rewarded irrespective of gender.

For illustration purposes only

For every £1.00 the median man earns, the median woman earns £1.00



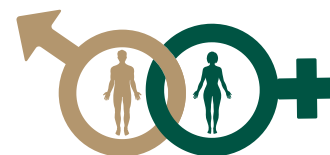
UNDERSTANDING THE PAY GAP

GENDER
PAY
REPORT 2024



EMPLOYEE HEADCOUNT

289



PERCENTAGE OF MEN AND WOMEN IN EACH HOURLY PAY QUARTER

| Hourly Pay Quarter | Men (%) | Women (%) |
|---------------------------------|---------|-----------|
| Lower Hourly Pay Quarter | 61.43 | 38.57 |
| Lower Middle Hourly Pay Quarter | 66.67 | 33.33 |
| Upper Middle Hourly Pay Quarter | 62.32 | 37.68 |
| Upper Hourly Pay Quarter | 60.87 | 39.13 |

Mean

Mean differences are largely driven by the upper quartile, where long-serving male employees occupy senior roles. We are committed to ensuring a diverse leadership team, having completed an organisational redesign throughout 2023 and early 2024. This redesign has introduced new leadership roles, providing greater opportunities for progression. Following the organisational redesign, we have seen a positive decrease in the overall gender disparity from 8.52% last year to 7.4% this year. This decrease, along with an increase in the number of women introduced to the leadership team, reflects our commitment to gender balance.

MEAN GENDER PAY GAP
USING HOURLY PAY



MEDIAN GENDER PAY GAP
USING HOURLY PAY



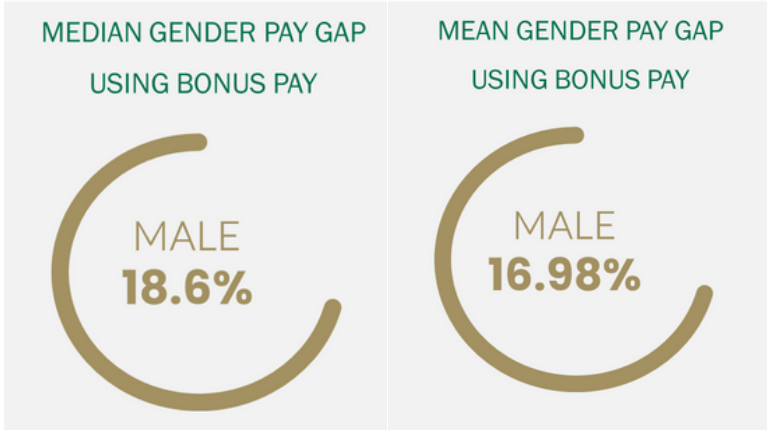
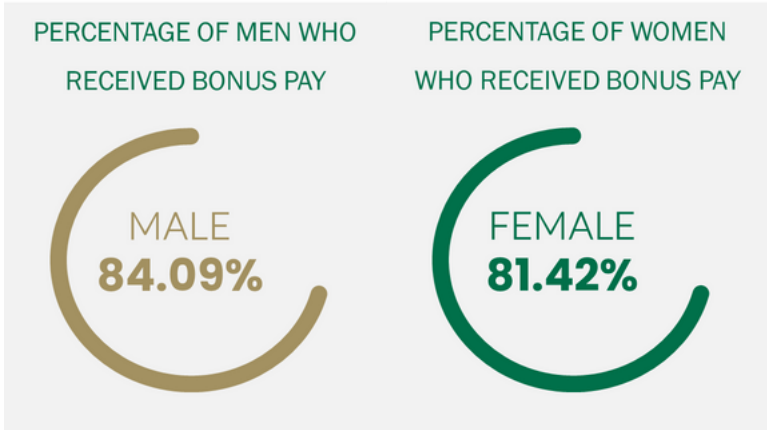
UNDERSTANDING THE PAY GAP

Bonus

All employees are entitled to a bonus irrespective of role, level, or gender. The reason why the proportion of employees not receiving a bonus is less than 100% relates to the fact that we provide the opportunity to salary sacrifice all or part of an employee's bonus, which can impact figures.

Additionally, the decline in women entitled to a bonus this year can be attributed to two main factors. The number of females recruited who had not yet reached the milestone set out within the criteria to become eligible and the increase in females reducing their contracted hours. We are confident that we will see an increase in the number of women eligible for bonuses next year.

Roles in top and upper-middle quartiles are eligible for performance-related bonuses, and since we have a higher percentage of men in these quartiles, this impacts our bonus gender pay gap.



These figures are based on basic salary, bonus payments, and regular allowances (including shift allowances) paid on the snapshot date of 5th April 2024.

Our Equity, Diversity & Inclusion strategy has been developed to create an inclusive environment that is built into everything we do, ensuring that people are at the heart of our business. Our strategy is reviewed annually with initiatives implemented to support and drive progress.

Education

When a new employee joins us, they are immersed in our culture of inclusivity, which is integral to our purpose and values. Our onboarding process introduces new starts to our comprehensive EDI policies and training, ensuring we lay a strong foundation for their career with us. This is continued through our early careers and management development programmes.

Engagement

Continuous engagement is key to maintaining a diverse and inclusive workplace. We regularly communicate updates and progress through our internal social channels, newsletters, and town hall meetings. Our open-door policy ensures that we remain responsive to the needs and concerns of our workforce.

Policies

We regularly evaluate our benefits and leave policies to ensure we are supporting our ever-changing workforce. Our policies address menopause, flexible and hybrid working, family-friendly practices, and have recently introduced a carers leave policy, all designed to support employees in balancing their professional and personal lives. These principles are integrated into our management training programmes to ensure our leaders are equipped to uphold and promote these values in the long term.

Remuneration

We are proud to be a Real Living Wage employer, ensuring that all our employees receive a fair and sustainable pay that reflects the true cost of living. We enlisted the support of Korn Ferry to carry out job mapping and benchmarking, ensuring that our compensation practices are equitable and competitive. We regularly review and update our salary structures to support the financial wellbeing of our people.

Talent & Future workforce

We are dedicated to nurturing the next generation of talent through our active involvement in the Young Persons Guarantee and Developing the Young Workforce schemes, which involve partnerships with local schools and organisations. We support STEM focused organisations and events to actively encourage females into STEM careers within the industry.

We are a signatory of the Scotch Whisky Association's Diversity and Inclusivity Charter and an active member of their skills and inclusion working group. We help foster collaboration, sharing of best practice and delivery on Diversity, Equity, and Inclusion priorities across the Scotch Whisky sector.

At International Beverage we are committed to ensuring equitable compensation for all our employees. We believe that fair pay is fundamental to fostering a diverse and inclusive workplace where everyone has the opportunity to succeed.

We pledge to create an environment where every individual feels valued and can contribute their best, knowing their efforts are recognised and rewarded equitably.

