



**2022-2023  
GENDER  
PAY GAP  
REPORT**

# Welcome to our Gender Pay Gap Report

As an alcohol beverage company whose brands are beloved around the world, Doing Business the Right Way has always been part of our DNA.

Behind our premium spirits is a global team who comes from different countries, cultures, languages and backgrounds. We are an equal opportunity employer, leveraging our unique strengths as one with the aim to become the World's Most Admired Premium Spirits Company.

For us, Most Admired means being admired for the iconic brands we craft; the experiences we foster; the ways in which we bring people together; and our positive impact on the world around us. By bringing diverse thoughts and experiences together and creating the most inclusive culture in the industry – a place where everyone can Unleash Their Spirit – we can unlock innovation and harness our full potential.

As we focus on driving sustainable growth, we've made long-term commitments through our Proof Positive sustainability strategy, and are accelerating our long-term commitments to diversity, equity and inclusion. This includes increasing representation, reaching gender parity in our global leadership, and fostering an inclusive environment where our people can thrive.

As you'll read in this report, the momentum we have in Australia is positive, and we are proud of the progress we've made to date and remain steadfast around global markets in driving our strategy and business forward.



# Our Australian Business

Beam Suntory Australia is part of the APAC region and is the #1 Whisky and RTD supplier in Australia, boasting some of the world's most iconic and loved brands, including Jim Beam, Maker's Mark, Canadian Club and Suntory -196. In partnership with our manufacturing and distribution partner, our Sydney-based team continues to drive the ongoing success of our brands – highlighted by our status as the largest contributor to category growth in 2021 and 2022. As of 31 March 2023, we had 70 employees working across Australia with an average tenure of six years.

Beam Suntory is part of the Suntory Group, which includes Frucor Suntory. Combined, the Suntory Group has more than 1,000 employees across Australia therefore requiring Beam Suntory to submit a report. In 2022-23, each Suntory entity has submitted individual reports.



# Our Australian Rewards, Benefits, & People Processes

We offer our people both financial and non-financial benefits that are fair for everyone, supporting all aspects of our employees' lives and tailored to the Australian market. In addition to base salary, employees enjoy a set of company benefits, awards, recognition and brand ambassador programmes that support health and wellness, work/life balance, flexible working, superannuation, salary continuance/life insurance.

All employees have access to our Employee Assistance Program, which provides free and confidential assessments, immediate counselling, and coaching services. Employees also have two paid personal care days to take a mental break whenever needed. This time off is in addition to the three Beam Suntory Cares Days available to eligible employees to take paid time off to volunteer with their colleagues, or simply support the causes they care about.

Beam Suntory is committed to ensuring our people processes are equitable, fair and objective so all our employees have equal access to career opportunities, regardless of their gender.

Equally important, we are taking active steps to foster an inclusive environment where our people can thrive. We are continuing our efforts to achieve gender equality and equity across all levels of our business, in support of Beam Suntory's long-term commitments to increase representation and reach gender parity in our global leadership.



# Our Commitment to Being an Equal Pay Employer

Beam Suntory has robust reward policies in place that are based on market-competitive principles, and which reward both individual and company performance. Remuneration is determined based on an individual's qualifications, skills and experience and considers what the external market is paying for similar roles.

Our annual merit review outcomes consider both an employee's individual performance as well as how their salary is positioned within the salary range, which includes market data for their respective profession. We are committed to fair compensation practices and paying employees equitably, regardless of gender.



# Understanding our 22-23 Pay Equity Results

In 2022, Beam Suntory conducted its second voluntary global pay equity study, with the help of an external consultant, to understand whether pay disparities or gaps exist in how we compensate our employees. Overall, findings showed that we adhere to strong compensation practices and governance and confirmed that our employees, including our Oceania employees, who are performing comparable roles are compensated similarly. From the study, we are pleased to share that there were no cases in Australia requiring pay adjustments.

In contrast, the WGEA study analyses the overall difference in pay – including bonuses – between all men and women across the organisation, regardless of size of roles.

The 22-23 WGEA report shows that we have a strong pipeline of female talent, highlighting our positive momentum towards ensuring more equal representation at senior leadership levels in the future as role opportunities become available.

This is evidenced by a couple of key metrics:

- 1. Women making up a larger proportion of our promotions from 2022-2023**
- 2. Women making up the majority of our overall workforce at the management and non-management levels**

Currently, we do have a higher representation of men at the key management personnel level in Australia, with this group having an average of 10 years tenure with the company. This is the key contributor to our gender pay gap at an overall level. This gap was further exacerbated as the Managing Director role, held by a female during the reporting period, was not included in the analysis as per WGEA's guidelines.

We are seeing positive momentum, and while we are proud of the fair and equitable pay practices we have embedded across our business, we will continue to pursue our 2030 objective of reaching gender parity in our global leadership.



# Accelerating Our Long-Term Commitments

We recognize successful outcomes will only come from a long-term strategy and top-down accountability. To help accelerate our long-term DEI commitments, we established a global DEI Center of Excellence within our People, Culture & Communications function, providing thought leadership, connectivity and impact across our business. This team is responsible for driving our global DEI strategy. Additionally, this team works across the business to build and accelerate Beam Suntory's long-term DEI vision to foster a culture that turns diversity of thought, experience and culture into insights and capabilities that drive growth and differentiation.

Our Employee Impact Groups (EIGs) and ally networks are fostering a sense of belonging, inspiring important conversations, bringing new ways to look at issues and driving innovation across our business. Since 2021, we have seen our ally networks and EIGs grow, with EIG membership up 30% and our ally network up 50%. We've also launched new ally networks, including Mental Fitness and Staying in Touch for Working Parents.

Our Women in Leadership programme had a fantastic year of growth, with 9 leaders in Australia having participated to date, since 2020 The six-

month course enhances leadership capabilities and provides a platform for leaders to network with peers, mentors and senior leaders looking to grow their careers at Beam Suntory and beyond.

Since the last reporting period, we have also made progress in diversifying our team as a result of internal promotions of talent at the senior leadership level. This includes the internal appointments of two female leaders to the Oceania Commercial Director and Oceania Finance Director roles. We are proud to see our robust succession planning and recruitment processes provide these opportunities, and look forward to building on this progress in the future.

Our comprehensive DEI training programmes continue to expand, providing our employees and leaders opportunities to learn about how they can address hidden biases and ensure objective and equitable hiring, talent review and promotion processes.

Importantly, all people managers are required to have a DEI goal in their personal objectives, weighted at 10%, recorded in our performance management system and managed through our Annual Incentive Plan.

We measure employees' sense of belonging through regular engagement pulse surveys from which we gather insights and benchmark progress on key measures such as employee happiness, satisfaction and sense of belonging. Managers can then take informed action with their teams to create an even better employee experience. Leaders are held accountable to these plans, driving meaningful action to improve engagement throughout the year.

We look forward to building on these initiatives in the future as we work to make Beam Suntory Australia a more inclusive, equitable and diverse workplace.



**Matt Doyle**

Senior Human Resources Manager  
Beam Suntory Australia

I confirm that the information included in this report is accurate. 1 Feb 2024