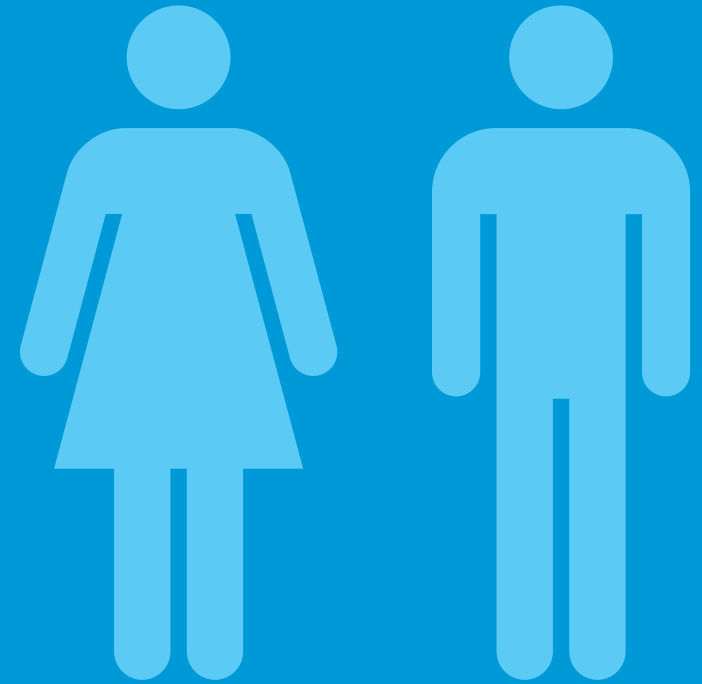


Gender pay gap



April, 2024

Gender pay gap report

This report provides details for Ardagh Metal Packaging - UK (AMP - UK) for the Gender Pay Gap details for April, 2023.

The criteria for measuring the Gender Pay Gap has not changed and the elements measured are:

- Gender pay gap (mean and median figures) as at April 5, 2023
- Gender bonus gap (mean and median figures) for the 12-month period preceding April 5, 2023.
- Proportion of men and women in each quartile of equal employee numbers across the organisation as at April 5, 2023.
- Proportion of men and women receiving bonuses in the 12-month period preceding April 5, 2023.

As AMP - UK continues to be a successful manufacturing business in the UK, we acknowledge our responsibility to create an environment which encourages a diverse workforce, providing opportunities, training and development, and progression for our employees. We have committed to a strong and sustainable diversity, equity and inclusion policy and have a dedicated team within the business, driving the agenda and actions through the entire organisation. We see diversity as important for continued growth in our business, and we continue to develop on progress made.

The gender pay gap is not the same as equal pay. Equal pay ensures that men and women at AMP - UK receive the same pay for carrying out the same or equivalent work. The gender pay gap is an average figure for all employees within AMP - UK, regardless of role or seniority.

In AMP - UK we have been successful in hiring female apprentices which adds to our diversity in general. We are also pleased to confirm we hire females into our organisation across all levels.

The overall reward package offered to our employees remains extremely competitive. Historically, our attrition rates have been low however, changing demographics and continuously seeking to convert opportunities are having an impact and this can be seen in the gradual improvements in our data.

While it will take time to forge a fully diverse workforce, AMP - UK is committed to doing so and also to be transparent in the process. Our people are fundamental to our success and our strategies reflect this commitment.

We confirm that the information in this report is accurate and prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Joanne Parker-Smith - Ardagh Metal Packaging - UK - HR Manager

It is important to recognise that with 2022, as in other years we have two types of Incentive Bonus Schemes for different levels within the organisation. In 2022 the Ardagh Incentive Bonus did not match expectations and did not payout.

The pay out dates are in the following year, this being March 2023. Females have a higher % of AIB eligibility. Males have a higher eligibility for the annual KPI Plant Bonus Scheme that did pay out against specific targets. As a result 37.9% of females received a bonus and 91.3% of males received a bonus. This data was captured with the two different scheme outcomes.

The total number of employees employed on April 5, 2023 within Ardagh Metal Packaging was 618



The Mean gender pay gap **12.50%**

The Median gender pay gap **11.21%**

Pay Quartile Bands	
Upper Quartile	
Male	92%
Female	8%
Upper Middle Quartile	
Male	94%
Female	6%
Lower Middle Quartile	
Male	99%
Female	1%
Lower Quartile	
Male	96%
Female	4%
Bonus Payments	
% of Males who received a bonus	91.3%
% of Females who received a bonus	37.9%
The Mean Bonus Gender Pay Gap	15.8%
The Median Bonus Gender Pay Gap	27.8%

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