

## Suntory Oceania Gender Pay Gap Employer Statement

### Introduction

At Suntory Oceania, we are committed to fostering an inclusive and equitable workplace. Our Gender Pay Gap report, prepared in accordance with the Workplace Gender Equality Agency (WGEA) guidelines, reflects our ongoing efforts to achieve gender equality.

### Our Journey and Business Changes

By harnessing the best of Suntory from across Australia and New Zealand, Suntory Global Spirits and Suntory Beverage & Food Oceania are partnering to create a new \$3 billion multi-beverage powerhouse – Suntory Oceania.

This collaboration integrates our manufacturing, sales, and distribution across both alcohol and non-alcohol portfolios, enhancing our product offering and expanding our reach. To achieve this, we are investing in a new +\$400 million carbon-neutral manufacturing facility in Queensland, which sets a new benchmark for sustainable production.

As part of these changes, we are committed to fostering diversity, equity, and inclusion in our workforce, ensuring that our employees thrive, and our workplace reflects the diverse communities we serve and a wide range of perspectives.

### Understanding Our Gender Pay Gap

We are proud to share that our analysis for the reporting period 2023-2024 indicates a marginal gender pay gap of -2.4%. This figure represents the overall difference in average earnings between women and men across Suntory Global Spirits Oceania and Suntory Beverage & Food Oceania.

This achievement reflects our ongoing commitment to equitable hiring practices, inclusive workplace policies, and our dedication to promoting a balanced and fair work environment. We remain steadfast in our goal of maintaining a neutral gender pay gap, ensuring that all employees are valued and rewarded equally for their contributions.

### Context and Influences

The factors contributing to the marginal difference include:

- **Representation:** Variations in gender representation across different roles and levels.
- **Industry trends:** Influences from broader industry trends and market conditions.
- **Historical factors:** Legacy issues that have impacted pay equity over time.

## Actions Taken

We are committed to fair compensation practices and paying employees equitably regardless of gender by implementing the following measures:

- **Robust reward policies:** our policies are based on market competitive principles, rewarding both individual and company performance. Remuneration is determined by an individual's qualifications, skills and experience and considers what the market is paying for similar roles.
- **Regular pay audits:** conducting annual pay audits to identify and address disparities.
- **Employee Networks:** we have a network of voluntary employees in our employee impact groups (EIGs) and ally networks to foster a sense of belonging, inspiring important conversations and bringing new ways to look at issues.
- **Tailored benefits including flexible work and leave policies:** enhancing flexible work arrangements and leave options to support work-life balance for all employees.

## Future Commitments

Our focus areas to ensure continued positive momentum include:

- **Monitor progress:** regularly review our gender pay gap data and report on our progress.
- **Focused strategy to support women in leadership:** implementing programs to support the advancement of women into leadership roles.
- **Engaging employees:** foster an open dialogue with our employees about gender equality, pay equity, and create specific opportunities for women around connection and growth through employee networks.
- **Enhance training:** continue to expand our DEI training programs which provide our employees and leaders opportunities to learn about how they can ensure objective and equitable hiring, talent review and promotion processes.

## Conclusion

We are proud of the progress we have made, and we are dedicated to creating a workplace where all employees are valued and rewarded equitably. By addressing the gender pay gap, we aim to build a stronger, more inclusive organisation.