



Amcor (ASX: AMC; [www.amcor.com](http://www.amcor.com)) is a global leader in developing and producing high-quality, responsible packaging for a variety of food, beverage, pharmaceutical, medical-device, home and personal care and other products. Amcor works with leading companies around the world to protect their products and the people who rely on them, differentiate brands, and improve supply chains, through a broad range of flexible packaging, rigid containers, specialty cartons, closures and services. The company's 41,000 people generate more than USD 14.7 billion in sales from operations that span 218 locations in more than 40 countries. Amcor is committed to the attraction, recruitment, development and retention of the very best talent at all levels of the organisation. We believe that the promotion and embracing of diversity will allow us to better attract and retain talented individuals of diverse backgrounds and gender. Furthermore, we seek to build a workforce that reflects the markets in which we operate and the makeup of society in general. Amcor promotes equal opportunity in the workplace and recognises that discrimination and harassment of co-workers based on race, creed, disability, gender, marital or maternity status, religious or political beliefs, age or sexual orientation is unlawful and in breach of Amcor's Corporate Code of Conduct and Ethics Policy.

### **Amcor Gender Pay Reporting**

In line with the UK Government Regulations, Amcor is publishing its annual Gender Pay Gap report.

The data provided within this report covers two entities within Amcor in the UK that are within scope: Amcor Flexibles UK Ltd and Amcor Packaging UK Ltd.

In line with reporting guidelines, the data reflects payments made in April 2023. .

The gender pay gap is not the same as equal pay. Equal pay ensures that men and women receive the same pay for carrying out the same work, or equivalent work. The gender pay gap is a simple average figure for all employees within the UK workforce. Irrespective of the job they do.

This statement has been published in accordance with the Gender Pay Gap Reporting regulations under the Equality Act 2010 (Gender pay Gap Information) Regulations 2017 which came into force April 2017.

## **Amcor Flexibles UK Ltd**

Total UK workforce: 82.8% Male, 17.2% Female

### **Gender Pay Gap Results:**

Mean: 13.4% (Female Mean is lower)

Median: 4.4% (Female Median is lower)

Workforce gender distribution per pay quartiles across the UK Workforce:

	<b>Female</b>	<b>Male</b>
<b>Lower</b>	23.6%	76.4%
<b>Lower Middle</b>	22.9%	77.1%
<b>Upper Middle</b>	10.4%	89.6%
<b>Upper</b>	9.5%	90.5%

The median pay gap for employees is 4.4% . The gap is primarily driven by our manufacturing sites where we have many manufacturing roles held by men, consistent with demographics in the wider manufacturing sector. In particular, shift patterns requiring employees to work unsociable hours attract shift premiums and women are less likely than men to work these patterns.

### **Percentage of workforce that received a bonus:**

Male: 47.8%

Female: 45.5%

### **Gender Bonus Gap Results:**

Mean: 7.4% (Female Mean is lower)

Median: -10.0% (Female Median is higher)

The population of Amcor Flexibles UK Ltd is split between individuals who received an individual site performance bonus payment and those who received a collective company bonus payment.

The collective company bonus payments are made to those within certain higher grades and are based on individual salary level, these bonuses are typically higher than the individual site bonus payment.

Proportionally in Amcor Flexibles UK Ltd more men received a collective company bonus than the lesser individual site performance bonus, compared to the women and this has resulted in a mean bonus which was higher for men.

## **Amcor Packaging UK Ltd**

Total UK workforce: 84.3% Male, 15.7% Female

### **Gender Pay Gap Results:**

Mean: -4.6% (Female Mean is higher)

Median: 8.9% (Female Median is lower)

Pay quartiles across the UK Workforce:

	<b>Female</b>	<b>Male</b>
<b>Lower</b>	21.0%	79.0%
<b>Lower Middle</b>	17.5%	82.5%
<b>Upper Middle</b>	4.8%	95.2%
<b>Upper</b>	19.4%	80.6%

The median pay gap for employees is 8.9% . The gap is primarily driven as Amcor Packaging UK Ltd comprises of two manufacturing sites where we have many manufacturing roles held by men, consistent with demographics in the wider manufacturing sector. In particular, shift patterns requiring employees to work unsociable hours attract shift premiums and women are less likely than men to work these patterns.

### **Percentage of workforce that received a bonus:**

Male: 34%

Female: 79%

### **Gender Bonus Gap Results:**

Mean: -15.2% (Female Mean is higher)

Median: 31% (Male Median is higher)

The population of Amcor Packaging UK Ltd that received a bonus, received a collective company bonus payment in this reported period.

The collective company bonus payments are made to those within certain higher grades and are based on individual salary level, these bonuses are typically higher than the individual site bonus payment.

Proportionally in Amcor Packaging UK Ltd more women received a collective company bonus than the lesser individual site performance bonus, compared to the men and this has resulted in a mean bonus which was higher for women. Amcor recognises the importance of honesty, integrity and fairness, and we are committed to increasing shareholder value in conjunction with fulfilling our responsibilities as a good corporate citizen. Good corporate governance and transparency are fundamental to achieving our vision of becoming the leading packaging solutions provider in every market in which we operate.