



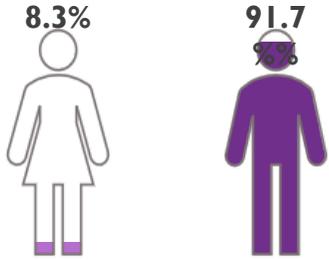
# GENDER PAY GAP REPORT

(AS OF 05 APRIL 2023)



# Our data

## HEADCOUNT



On 05 April 2023 our staff population was 654 employees, of whom 54 were women and 600 men.

## MEAN GENDER PAY GAP



On average, men earned £21.48 per hour and women £22.43 per hour, therefore the mean gender pay gap at O-I was -4.45% in favour of women.

## MEDIAN GENDER PAY GAP



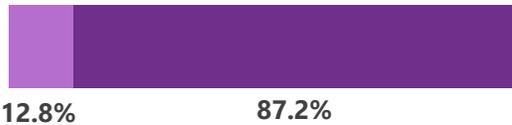
Men earned £19.54 per hour and women £18.12 per hour, therefore the median gender pay gap at O-I was 7.27% in favour of men.

## WHY DO WE HAVE A GENDER PAY GAP?

The mean gender pay gap shows women are paid 4.45% more than men due to an increase in the number of women in senior leadership roles. The median gender pay gap shows men earned 7.27% more than women due to the volume of women in non-shift pay roles. Traditionally our sector has attracted more men than women overall and this is something that we have continuously looked to improve. Payment of shift allowance has an impact on the overall hourly gender pay gap. After further review the opportunity to earn shift allowance is balanced is in line with the demographics for our sites. We do not believe that there is inequality between men and women in shift opportunities.

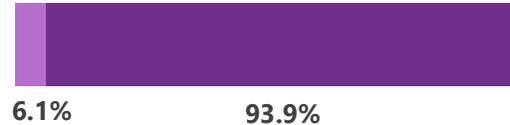
## PAY QUARTILES 2023

### Lower Quartile



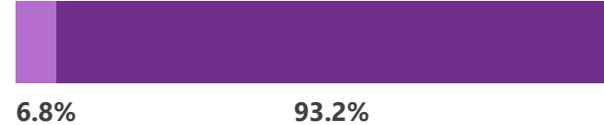
The lower quartile (0-25%) has 87.2% men and 12.8% women.

### Lower Middle Quartile



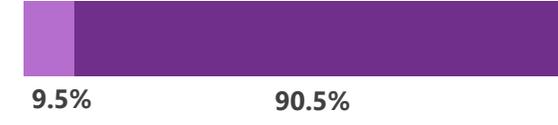
The lower middle quartile (25-50%) has 93.9% men and 6.1% women.

### Upper Middle Quartile



The upper middle quartile (50-75%) has 93.2% men and 6.8% women.

### Upper Quartile



The upper quartile (75-100%) has 90.5% men and 9.5% women.

Legislation requires us to identify the percentage of males and females in each pay quartile band. This is established by ranking the hourly pay rates from the lowest to the highest, dividing them into 4 equal groups (referred to as quartiles) and then identifying the proportion of males and females in each of the q4 quartiles.



## Our bonus data

### PROPORTION OF BONUS PAYMENTS BY GENDER



### MEAN GENDER BONUS GAP



### MEDIAN GENDER BONUS GAP



At O-I all employees have an opportunity to receive a bonus. Employees may not receive a payment when an area falls below the minimum threshold for financial performance or insufficient service prior to the qualifying period.

Our bonus payments are linked to both individual and company performance. The amount paid is variable and will fluctuate from year to year however, bonus rules and the opportunity to participate is consistent and is applied equally to both men and women.



## Our commitment to improve our gender pay gap

O-I will continue to commit to our values and principles of equality to ensure that employees receive equal pay regardless of their gender.

We will continue to implement and monitor policies and practices which will support our aim to close the gender pay gap.

O-I is committed to gathering and responding to feedback through its staff survey, to identify areas for improvement.

## DECLARATION

I confirm that the information reported is accurate as at the snapshot date of 05 April 2023.



James Rankine  
(UK Country Group Representative)