



# **GENDER PAY GAP REPORT**

**(AS AT 05 APRIL 2022)**

**HEADCOUNT**



On 05 April 2022 our staff population was 675 employees, of whom 52 were women and 623 men.

**MEAN GENDER PAY GAP**



On average, men earned £18.38 per hour and women £17.99 per hour, therefore the mean gender pay gap at O-I was 2.11% in favour of men.

**MEDIAN GENDER PAY GAP**



Men earned £16.67 per hour and women £14.57 per hour, therefore the median gender pay gap at O-I was 12.59% in favour of men.

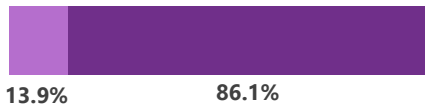
**WHY DO WE HAVE A GENDER PAY GAP?**

Lower representation of women within senior leadership roles. Traditionally our sector has attracted more men than women overall and this is something that we are continuously looking 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.

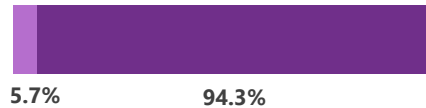
**PAY QUANTILES 2022**

**Lower Quartile**



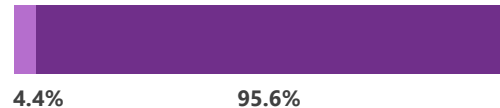
The lower quartile (0-25%) has 86.1% men and 13.9% women.

**Lower Middle Quartile**



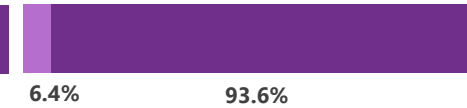
The lower middle quartile (25-50%) has 94.3% men and 5.7% women.

**Upper Middle Quartile**



The upper middle quartile (50-75%) has 95.6% men and 4.4% women.

**Upper Quartile**



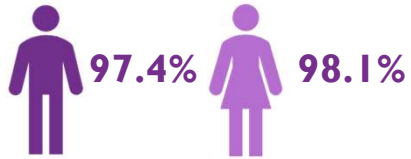
The upper quartile (75-100%) has 93.6% men and 6.4% women.

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 quartiles.



## Our bonus data

### PROPORTION OF BONUS PAYMENTS BY GENDER



### MEAN GENDER BONUS GAP



### MEDIAN GENDER BONUS GAP



At O-I all employees have the 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 5<sup>th</sup> April 2022.

James Rankine  
(UK Country Group Representative)