

# CAMPARI GROUP

## Campari Group Earns Fair Pay Workplace Certification

- *As the first company in the spirits industry to certify with FPW, Campari Group has long been dedicated to elevating employee well-being, empowerment, and engagement through fair compensation and equal opportunities*
- *Fair Pay Workplace, backed by Syndio, independently verifies organizations' pay equity status to foster standardization, transparency, and promote sustained fair pay in the workplace.*

**Milan, Italy – September, 25<sup>th</sup> 2024** – Campari Group is proud to announce that it has been certified by **Fair Pay Workplace**, backed by **Syndio (FPW)**, in recognition of its sustained commitment to ensure fair and equitable compensation across the organization.

**The Fair Pay Workplace certification** is based upon a transparent and trusted set of rules and standards of measurement, built by leading independent industry experts across academia, law, and business, to differentiate organizations dedicated to meaningful pay equity.

Campari Group worked with Fair Pay Workplace for review and independent verification of the steps it is taking to achieve true and equal pay irrespective of gender as they relate to equal work.

The certification highlights that according to the **unadjusted median pay gap** – which measures the difference between the median compensation of all men and the median compensation of all women in the workforce – men at Campari Group earned 81.47 cents for every euro earned by women across all roles. In other words, the unadjusted gender pay gap at Campari Group is 18.53% higher for women. This reflects the structural differences in gender by type of job, with men being more prevalent in production plants and women being more represented in office roles. For comparison, the available data from the EU reveal that the overall gender pay gap was 12.7% lower for women in 2022\*, with men earning more than women across the EU.

When considering the **adjusted pay gap** – which compares the average distribution of pay between two groups with similar job positions, qualifications, and experience, women earned 99.65 cents for every dollar earned by men. This means that, when considering legitimate factors that might explain why people are paid differently, such as their responsibility, experience and location, men and women earn virtually the same amount. This result is a testimony of the consistency in our pay policies and highlights Campari Group's commitment to equitable compensation practices.

As the **first company in the global spirits industry to certify with FPW**, Campari Group continues to build on its **long-standing commitment to fostering employee well-being, empowerment, and engagement**. Offering **fair pay** and **equal opportunities** contributes to ensures that all employees feel valued, recognized, and motivated to contribute their best, driving overall workplace positivity and strengthening talent retention. This certification marks a significant milestone in Campari Group's journey, celebrating the progress made and the Group's commitment to continue ensuring gender pay equity.

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\* Eurostat gender pay gap statistics

## **CAMPARI GROUP**

Campari Group is a major player in the global spirits industry, with a portfolio of over 50 premium and super premium brands, spreading across Global, Regional, and Local priorities.

Global Priorities, the Group's key focus, include Aperol, Campari, SKYY, Grand Marnier, Espolòn, Courvoisier, Wild Turkey, and Appleton Estate.

The Group was founded in 1860 and today is the sixth-largest player worldwide in the premium spirits industry. It has a global distribution reach, trading in over 190 nations around the world with leading positions in Europe and the Americas. Campari Group's growth strategy aims to combine organic growth through strong brand building and external growth via selective acquisitions of brands and businesses.

Headquartered in Milan, Italy, Campari Group operates in 25 production sites worldwide and has its own distribution network in 26 countries. Campari Group employs approximately 4,900 people. The shares of the parent company Davide Campari-Milano N.V. (Reuters CPRI.MI - Bloomberg CPR IM) have been listed on the Italian Stock Exchange since 2001. For more information: <http://www.camparigroup.com/en>

Please enjoy our brands responsibly.

## **FAIR PAY WORKSPACE**

Launched in 2020, Fair Pay Workplace, backed by Syndio, certifies organizations that comply with a set of pay equity rules and standards set forth by an alliance of experts from forward-thinking corporations, academia, human resources, and the legal field.

Visit <https://fairpayworkplace.org> to learn more.

**TOASTING LIFE TOGETHER**