

Campari Australia

Gender Pay Gap Employer Statement

At Campari Australia we embrace the Campari Group global commitment to foster diversity, equity and inclusion.

Our commitment encompasses creating an equitable and inclusive culture where all individuals are valued and compensated fairly, regardless of gender.

Internal equity and fairness of compensation practices are fundamentally embedded in Campari Group Rewards Practices, and we have a renewed commitment to focus on continuing to nurture our culture.

Our focus includes:

Transparent Pay Practices: Increase overall transparency in rewards philosophy and compensation methodology.

Equitable Pay & Remediation Plans: Understanding the 'real gap' with the support of a valid methodology and leveraging data to build remediation plans and ensure accountability to close any identified gaps over reasonable time frames.

Communication and Education: Leverage communication and education programs to raise awareness of policies and approach, aiming to eliminate gender biases and embed gender pay parity into our strategy.

Proactive & Clear Policies: Ensuring our policies and procedures are unambiguous and easily accessible to all, and that they promote fairness and equity in all aspects of employment, including hiring, promotions, development, salary reviews, and benefits, with decisions based on competence and experience, free from gender bias.

Advocacy and Collaboration: Actively engaging with external partners, industry groups, and policymakers to advocate for gender pay equity initiatives beyond our organisation.

Psychologically Safe & Inclusive Workplace: Creating a culture of safety and inclusion for Camparistas to be comfortable as their authentic selves. By actively encouraging and valuing diverse perspectives, we offer an environment where our Camparistas are heard, respected and inspired to be at their best.

We understand that this is an ongoing commitment and endeavour to focus and collaborate to achieve meaningful and sustainable progress. We aspire to offer a workplace culture for every Camparista, irrespective of gender, to feel valued and fairly compensated for their contribution.

Overall Gender Pay Gap: The average total remuneration gender pay gap for Campari Australia is -5.1%. The comparable industry result is 7.4%.

Workforce composition: Our overall workforce during the reporting period comprised 42% women and 58% men which is more favourable than the overall industry comparison of 37% women and 63% men.

Analysing the workforce composition data in more detail highlights Campari has a greater percentage of women to men in Key Management Personnel.

Gender pay gap drivers

The key driver of Campari's gender pay gap being skewed towards women is the favourable percentage of women (56%) in Key Management roles versus men (44%), whilst roles at Management and Non-Management levels shows the results reversed, with 47% women 53% men and 40% women 60% men respectively.

A secondary driver is the existence of robust Company policies that contribute to reducing Gender Pay Gap. This includes policies covering equal remuneration and benefits, equal opportunity, diversity in recruitment, parental leave, flexible working and working arrangement for both genders.

Also having a minor impact (as there were only 2) was promotions into manager roles skewing wholly to women (100%) versus men during the reporting period.

Actions

Campari Australia is committed to sustaining equality in remuneration and the elimination of a Gender Pay gap. Several strategies and initiatives have been implemented and will be continued, including:

Equitable Pay: Employing an independent statistical tool with support of a global methodology to measure and understand the gap to address disparities and aim to obtain [Fair Pay Workplace](#) certification.

Remediation Plans: Ensuring gaps are closed within a reasonable time frame using salary reviews.

Communication: Leveraging our current position and external data to demonstrate our commitment to fair pay, and visibly sharing our progress.

Career Transparency: Increase overall transparency on organisation design, identifying potential opportunities and implications to achieving Fair Pay.

Pay Justification: Ensure employees can access relevant compensation and information and understanding our rewards philosophy and pay practices.

Diversity and Inclusion Processes: Implementing processes to foster a more inclusive workplace, such as promoting diversity in hiring and leadership.

Career Development Opportunities: Introducing mentorship programs and promoting development plans that facilitate career growth for all Camparistas, irrespective of gender.

Through actively acknowledging and committing to understanding disparities, implementing targeted strategies towards elimination and prevention, and by fostering an inclusive and psychologically safe workplace culture, we are confident Campari Australia can offer a fair and equitable environment where all Camparistas are recognised, valued and equitably rewarded for their contributions.