

We are proud of the diverse nature of our international workforce and the benefits this brings to our business. We recognise the gender pay gap we have in the UK as a result of low representation of women in senior leadership roles within our Global Head Office and we are committed to addressing it.

## Pay and Bonus

### Difference between men and women

	Mean	Median
<b>Hourly Pay</b>	20.9%	15.2%
<b>Annual Bonus</b>	56.1%	33.7%

## Bonus Eligibility

Eligibility

**91.7%**

**Male**



Eligibility

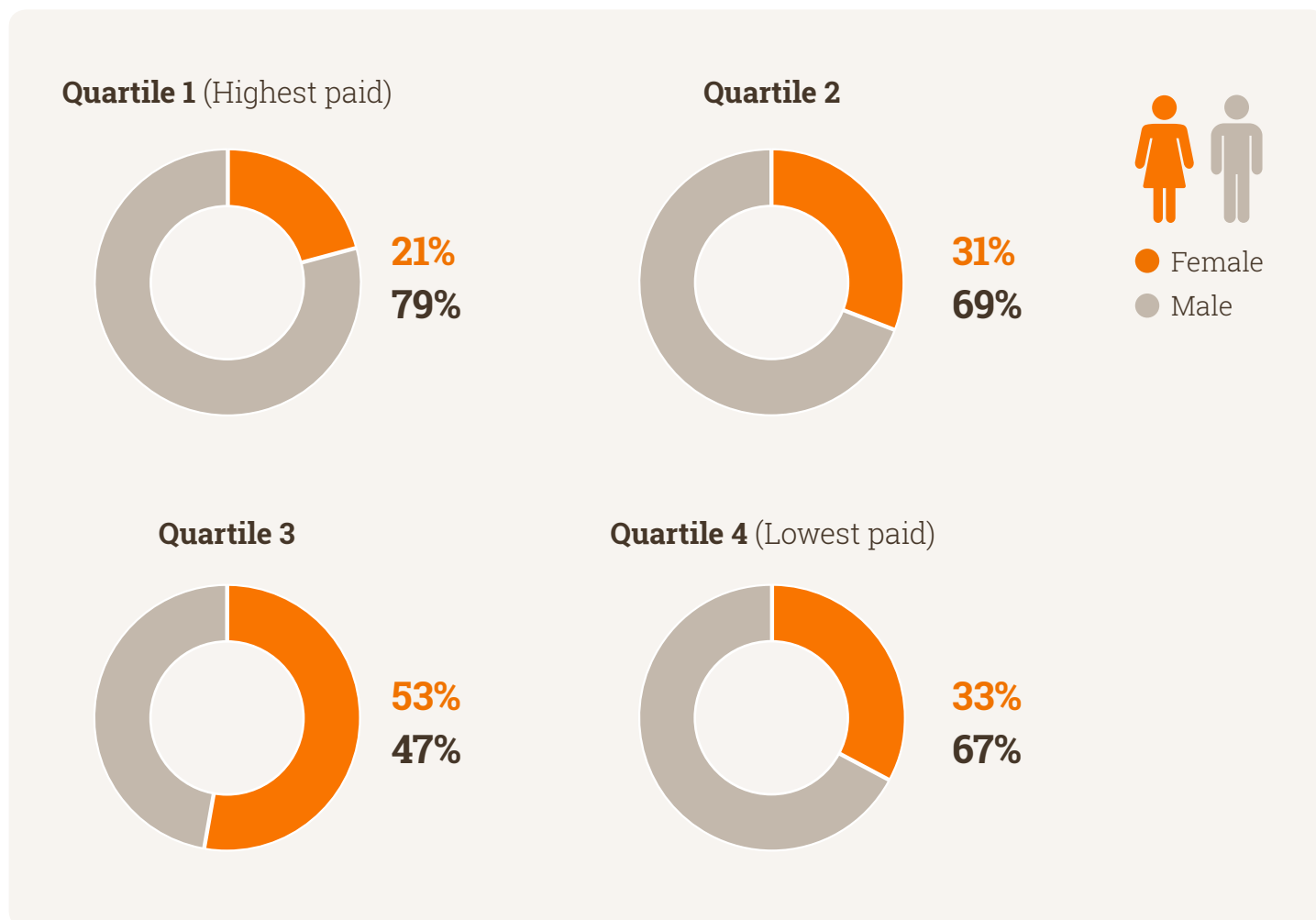
**90.9%**

**Female**

The table above shows the mean and median gender pay gap and difference in bonus for employees of our UK business, Imperial Tobacco Limited (Imperial Tobacco), as at the snapshot date (5 April 2017). These figures are based on a population of 1,123 UK employees, which includes our Global Head Office (457 employees), UK Sales Operation (502 employees) and Nottingham Factory and Customer Service Centre (164 employees; factory currently being closed down).

Our three Executive Board Directors (Chief Executive Alison Cooper, Chief Financial Officer Oliver Tant and Chief Development Officer Matthew Phillips) are excluded from the figures as they are employed by parent company Imperial Brands PLC, rather than by Imperial Tobacco. If included, to show all UK employees within the Group, the difference in mean hourly pay drops to 18.4 per cent and the difference in mean annual bonus drops to 37 per cent.

## Gender Split by Hourly Pay Quartile



The above illustrates the gender distribution at Imperial Tobacco across our four equally sized pay quartiles, each with around 280 employees.

We have no gender pay gap within our combined UK operations (UK Sales and Nottingham), where the mean difference in hourly pay is -1.8 per cent. Our reported UK gender pay gap is a result of low representation of women within senior leadership roles in the Global Head Office. Thirty six per cent of the head office population are female but women account for less than 10 per cent of our senior leaders.

We are committed to reducing our gender pay gap by ensuring better representation of women at senior leadership level and, to achieve this, we are implementing a comprehensive plan with actions in line with the recommendations of the Government's Equalities Office.



**RICHARD HILL**

**Group Human Resources and Transformation Director**