

# UK GENDER PAY GAP REPORT 2021

April 2022



This report describes our Gender Pay Gap, the progress made in closing the gap and the continued actions being taken.

We recognise the Gender Pay Gap in our UK business is attributed to low representation of females in senior leadership roles. Whilst progress has been made, this will remain an area of focus throughout 2022 and beyond.

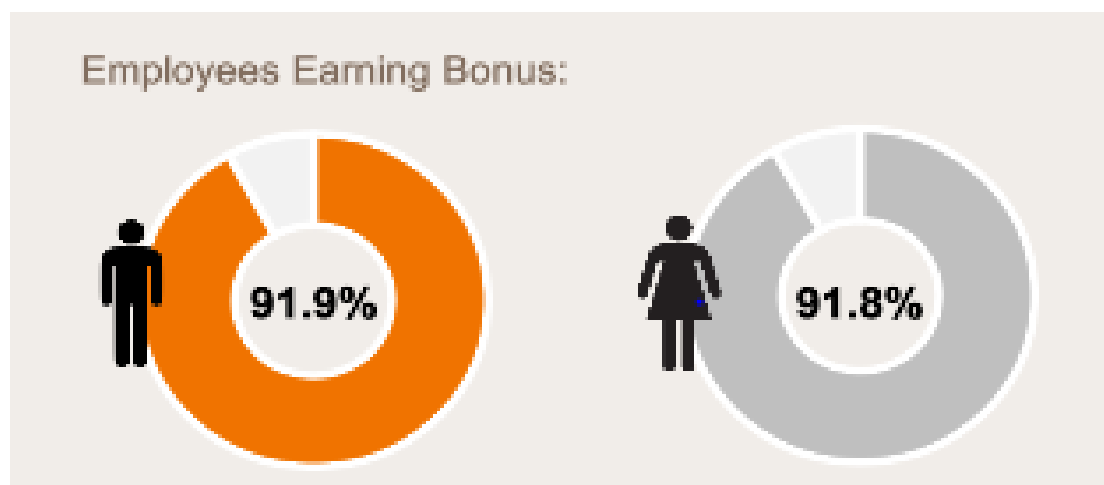
## Pay and Bonus Gap

The table below shows our mean and median gender pay and bonus gap for employees of our UK business, Imperial Tobacco Ltd as at the snapshot dates: 05 April 2020 and 05 April 2021.

	2020		2021	
	Mean	Median	Mean	Median
Hourly Pay	23.5%	13.2%	23.9%	12.6%
Bonus Pay	50.7%	33.9%	56.1%	19.1%

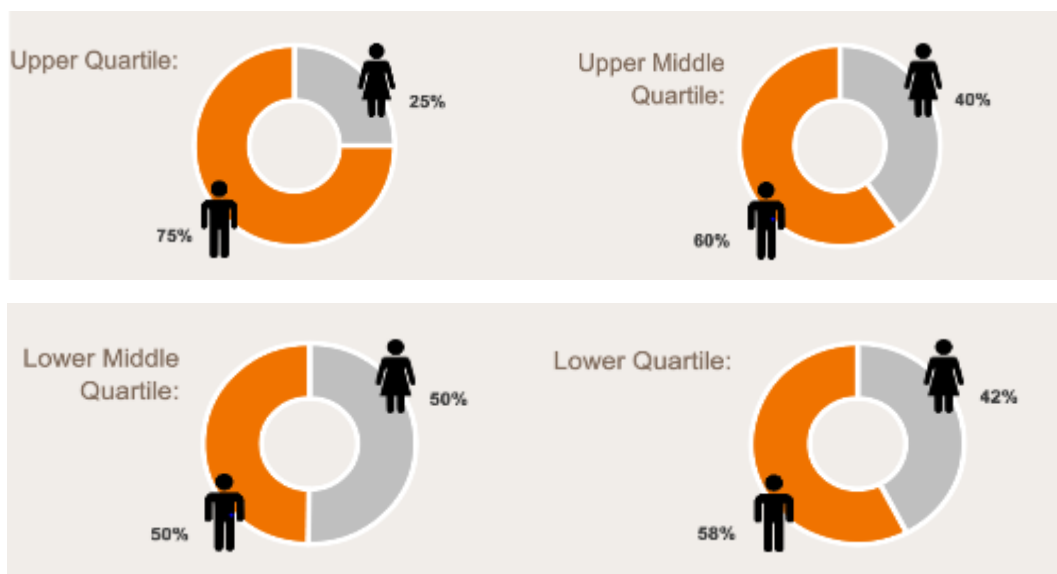
- Our mean pay and bonus gap figures represent the average pay and average bonus for our 840 UK employees (61% male / 39% female)
- Our median pay gap has fallen from **13.2% to 12.6%** and remains lower than the national median pay gap of **15.4%**.
- Our mean bonus gap has increased from **50.7% to 56.1%**. These 'mean' figures are particularly impacted by the highest earners which are generally senior management roles, more of which are held by men.
- Our CEO, CFO and the majority of our ELT are employed by a separate entity, so are not included in our gender pay report data, if they were included the mean and median pay gap would be **27.9%** and **13.0%** respectively. The mean and median bonus gap would be **59.5%** and **19.0%** respectively.

## Bonus Eligibility



The proportion of female UK employees who received a bonus has increased from 90% in 2020 to 91.8% in 2021 and is consistent with the number of male employees eligible for a bonus.

## Gender Split by Pay Quartile



Our gender split by pay quartile reflects us having more men than women in our most senior roles.

## Plans to address our Gender Pay Gap

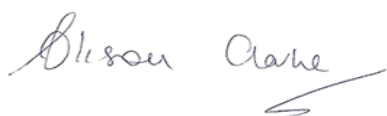
We remain focused on addressing the gender imbalance in senior leadership roles. This is the most critical factor in us addressing the gender pay gap.

We have invested in creating a dedicated, specialist Diversity, Equity & Inclusion Team and in establishing a dedicated Gender Employee Resource Group (ERG), comprising c.100 employees across Markets and Functions.

The Diversity, Equity and Inclusion Team is partnering with business leaders and the Gender Employee Resource Group (ERG) in implementing further activities to address gender imbalance in senior roles. These will include identifying and removing any barriers to internal career progression, improved support for women returning into the workplace after a career break and the creation of 'Women into Leadership Programmes' to accelerate female progression.

### Declaration

I confirm that the Imperial Tobacco Ltd Group Gender Pay Gap calculations featured in the above report are accurate.



Alison Clarke

Chief People And Culture Officer