

Suntory Oceania Gender Pay Gap Employer Statement 2026

Introduction

At Suntory Oceania, we are committed to fostering an inclusive and equitable workplace. Our Gender Pay Gap report for 2024 - 2025, prepared in accordance with the Workplace Gender Equality Agency (WGEA) guidelines, reflects our ongoing efforts to achieve pay equity.

About Suntory Oceania

By harnessing the best of Suntory from across Australia and New Zealand, Suntory has created a new multi-beverage powerhouse - Suntory Oceania.

Underpinned by quality, craftsmanship, and a strong sense of purpose, our portfolio is powered by two local manufacturing sites, five distribution centres, and more than 1500 Suntorians.

With an iconic portfolio of more than 40 market-leading brands - including Suntory Boss Coffee, V Energy, Jim Beam, Canadian Club, Maker's Mark, and Hibiki whisky - we create beverage moments that inspire, from sunrise to sunset and beyond.

Critical to the delivery of the One Suntory Vision is the new, carbon-neutral Swanbank Beverage Facility in Ipswich, Queensland. This new +\$400 million, 17-hectare greenfield site is the largest single FMCG investment into Australia in the last decade.

We are committed to fostering diversity, equity, and inclusion in our workforce, ensuring that our employees thrive, and our workplace reflects the diverse communities we serve and a wide range of perspectives.

Understanding Our Gender Pay Gap

We are proud to share that our analysis for the 2024 - 2025 reporting period shows we have maintained a neutral gender pay gap of -2.6%. For the past two years, our pay gap falls within the target range set by WGEA, demonstrating strong alignment with pay equity standards.

This achievement reflects our ongoing commitment to inclusive hiring practices, equitable workplace policies, and our dedication to promoting a balanced and fair work environment. We remain steadfast in our goal of maintaining a neutral gender pay gap, ensuring that all employees are valued and rewarded equally for their contributions.

Context and Influences

The factors contributing to the marginal difference include:

- **Representation:** Variations in gender representation across different roles and levels.
- **Industry trends:** Influences from broader industry trends and market conditions.
- **Historical factors:** Legacy issues that have impacted pay equity over time.

Actions Taken

We are committed to fair and equitable pay for all employees, regardless of gender. To uphold this commitment, we have embedded equity into our everyday practices and processes through the following measures:

- **Robust reward policies:** our policies are based on market competitive principles, rewarding both individual and company performance. Remuneration is determined by an individual's qualifications, skills and experience and considers what the market is paying for similar roles.
- **Regular pay audits:** conducting annual pay audits to identify and address disparities.
- **Employee Networks:** we have a network of voluntary employees in our Employee Impact Groups (EIGs) and ally networks to foster a sense of belonging, inspiring important conversations and bringing diverse perspectives to our inclusive environment.
- **Tailored benefits including flexible work and leave policies:** enhanced flexible work arrangements and leave options to support work-life balance for all employees.

Future Commitments

Our focus areas to ensure continued positive momentum include:

- **Monitor progress:** regularly review our gender pay gap data and report on our progress.
- **Focused strategy to support women in leadership:** drive initiatives to support the advancement of women in leadership roles.
- **Engaging employees:** foster an open dialogue with our employees about gender equality, pay equity, and create specific opportunities for women around connection and growth.
- **Enhance training:** continue to expand our inclusive training programs which provide our employees and leaders opportunities to learn about how they can ensure objective and equitable hiring, talent review and promotion processes.
- **Equal opportunities for career growth:** with the launch of MyCareer, our AI-powered platform, every employee can take charge of their development. MyCareer unlocks personalised career paths, connects employees with mentors and mentees, and provides access to diverse projects, job opportunities, and tailored role recommendations - empowering everyone to explore and achieve their full potential across the Suntory network.

Conclusion

We are proud of the progress we have made, and we are dedicated to creating a workplace where all employees are valued and rewarded equitably.