

CROWN Packaging Manufacturing UK Limited, Carnaud Metalbox Engineering Limited

CROWN Holdings Inc is the leader in metal packaging technology and has facilities in 20

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[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

- The UK entities have a much lower proportion of female employees in senior roles. It

Globally, 43% of new recruits into our "Management" population were female, an increase of 38% from 2019

gender pay-gap figures for these roles are predominantly held by males. While the

- <https://www.crowncork.com/news/iwd-video-series-episode-2-how-are-we-doing-it>
- <https://www.crowncork.com/news/iwd-video-series-episode-1-what-does-international-womens-day-mean-you>
- We have targeted female recruitment by advertising on specialist job boards to attract female talent, using females in recruitment campaigns for engineering and manual factory based roles, and using gender neutral language in our job advertisements;

factory based roles, and using gender neutral language in our job advertisements;

We have coached our line managers on the merits of providing regular and constructive feedback to help inspire female colleagues to progress within the organisation.

- We follow on a yearly basis the gender representation according to several criteria (per country, per site, per function, per seniority, etc.) and take appropriate local actions

CROWN Packaging Manufacturing UK Limited

Mean	Median	Mean Gender Bonus Gap	Median Gender Bonus Gap	Proportion of employees paid a bonus	
15.4%	21.2%	6.4%	-48.4%	81.8%	64%

Carnaud Metalbox Engineering Limited

Mean Gender Pay Gap	Median Gender Pay Gap	Mean Gender Bonus Gap	Median Gender Bonus Gap	Proportion of employees paid a bonus	
				Male	Female
9.4%	3.5%	8.8%	0.0%	100%	96.8%



Upper quartile
 In accordance with the Regulations, we have also divided the total population of the

Upper middle quartile	87%	13%
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Upper middle quartile	91.5%	10.5%
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Lower quartile	86.9%	13.1%
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I confirm that the information contained within this statement is accurate

Signed

