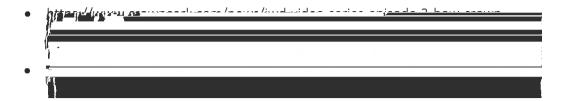
CROWN Packaging Manufacturing UK Limited, Carnaud Metalbox Engineering Limited



The UK entities have a much lower proportion of female employees in senior roles. It je klasa andra salan klasa akkanak lasana nalasian and klasanka disira sa inchalasian in klas



• 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 sequitment approximate for anxionaring and manual females.

■ 850W nW \*\*\*\*

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.

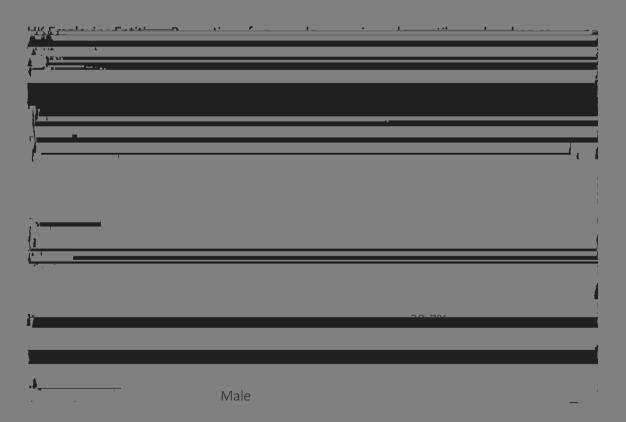
 We follow on a yearly basis the gender representation according to several criteria (per country, per site, per function, per seniority, etc.) and take appropriate local actions.

## CROWN Packaging Manufacturing UK Limited

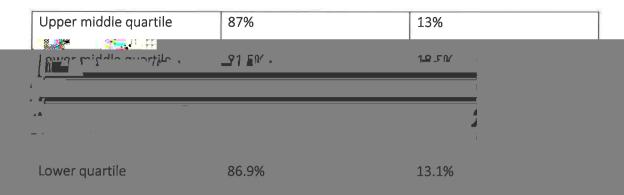
)4237-1 <sub>0</sub>	odi3a	Mean Gender Bonus Gap	Mandin-	Proportion of ampl	ovene paid a hor	
15.4%	21.2%	6.4%	-48.4%	81.8%	64%	

## Carnaud Metalbox Engineering Limited

Mean	<u>Median</u>	<u>Mean</u>	Median	Proportion of employees paid a bonus	
4 <del>4</del>					
Gender Pay Gap	Gender Pay Gap	Gender Bonus Gap	Gender Bonus Gap	Male	Female
9.4%	3.5%	8.8%	0.0%	100%	96.8%



INPPERMENTAL with the Regulations we have also divided the total population of the



I confirm that the information contained within this statement is accurate Signed