



INDEPENDENT FAMILY
DISTILLERS SINCE 1867

WILLIAM GRANT
& SONS

IRELAND GENDER PAY GAP

Report 2025

IRELAND GENDER PAY GAP: OVERVIEW

IN IRELAND COMPANIES WITH MORE THAN 50 EMPLOYEES ARE REQUIRED TO REPORT THEIR GENDER PAY GAP EACH YEAR.

WE BELIEVE IN EQUAL PAY FOR THE SAME ROLE

We are confident that men and women in our business are paid fairly. We have detailed guidance setting out our approach to remuneration globally and a process to ensure that pay decisions are fair.

HOW DOES IT APPLY TO OUR BUSINESS?

Within the William Grant & Sons (WG&S) group, we have a number of different employing entities. Each employing entity in Ireland with over 50 employees has the legal requirement to report on its own gender pay gap. Accordingly we are reporting on William Grant & Sons Irish Manufacturing Limited.

GENDER PAY GAP DEFINITION

Key terms 

Mean pay gap

The percentage gap in the average hourly pay between men and women.

Median pay gap

The percentage gap in the mid-point of hourly pay between men and women.



WILLIAM GRANT & SONS IRISH MANUFACTURING LIMITED

GENDER PAY GAP 2025

This year marks the first time we are reporting gender pay gap data for Ireland for our William Grant & Sons Irish Manufacturing Limited entity which meets the reporting threshold of over 50 employees.

The mean and median pay figures for William Grant & Sons Irish Manufacturing Limited show that, on average, female employees earn more than male employees. This outcome is influenced not only by the small sample size, but also by the presence of females in higher-paid specialist roles. There is a gender pay gap in favour of females because as a percentage, more females than males, hold positions of increased responsibility.

The pay quartile data reflects that in a mostly male workforce, males are more heavily represented in all pay bands, whereas there is an increased concentration of females in the upper pay quartiles. This distribution reflects the broader trend within the entity, where females are more likely to hold mid-to-senior level roles and men are more often in lower-paid positions.

Due to the sample size of the population of employees in Ireland, females holding positions of increased responsibility with commensurate higher paid salaries skew the mean and median figures, although there are low numbers of females in each quartile.

In relation to benefits, females are slightly more likely to receive a benefit in kind, although overall access to benefits remains broadly equitable across genders.

Hourly gender pay gap

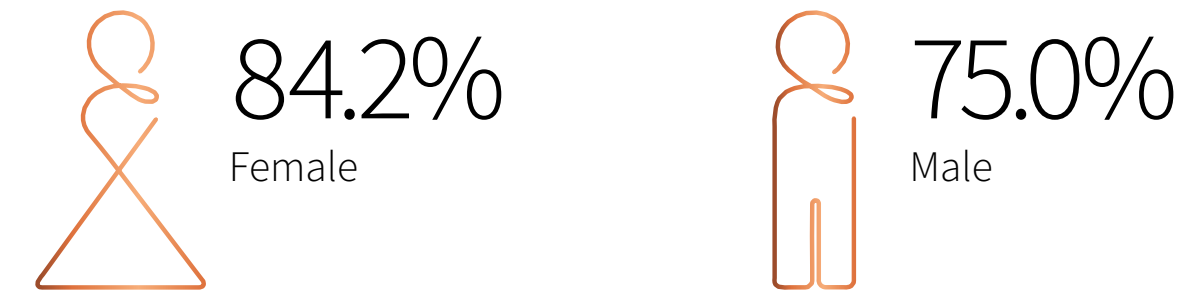
-4.4%
Mean

-14.3%
Median

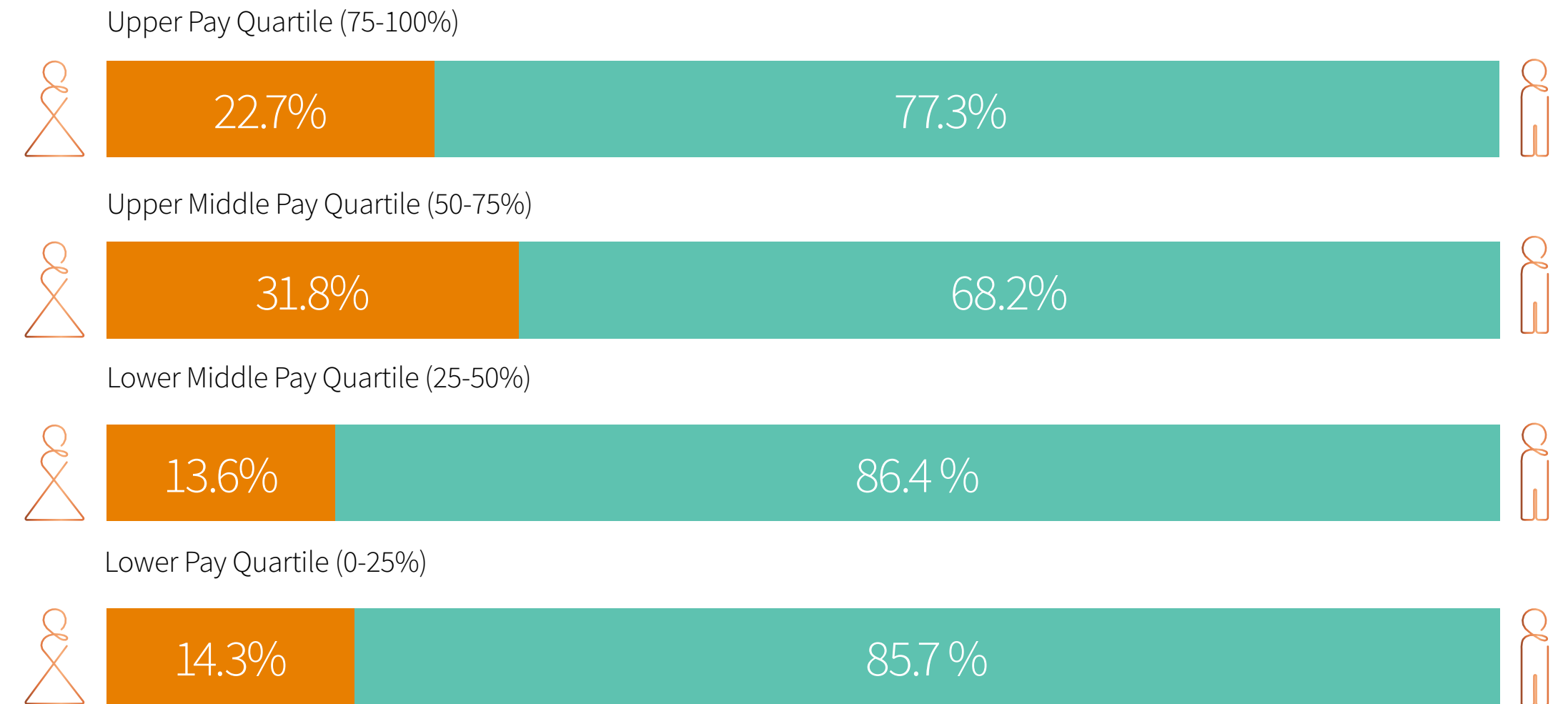
Bonus gender pay gap

A gender pay gap calculation for bonus payments is not applicable for 2025, as no bonus payments were made during the reporting period

Proportion of women and men receiving benefit in kind*



Proportion of employees in each pay quartile band



*The figures reflect the numbers receiving Benefit In Kind only as no bonus payments were made in 2025.

OUR FOCUS AND PROGRESS






OUR ACTIONS IN 2024/2025

- ✓ We launched a new Company DE&I ambition supported by a clear action plan.
- ✓ Identified our key priority areas, maximising opportunities to attract, develop, and retain diverse talent.
- ✓ Improved our DE&I governance approach, ensuring we are set up for future success.
- ✓ Launched our 'DE&I'm In' Campaign to enable all colleagues to feel they have a role to play in the advancement of our DE&I journey.
- ✓ Partnered with diversity job boards, enhancing our route to market.
- ✓ Continued to prioritise learning through the delivery of our DE&I training programme, Dignity at Work workshops and launch of DE&I focussed recruitment training.
- ✓ Our seven established Employee Networks continued to support the wider DE&I agenda, raising awareness and celebrating our Rare Characters through planned events and communications.

OUR COMMITMENT FOR 2026 AND BEYOND

At William Grant & Sons, we want everyone to feel that they belong, and we are committed to building a safe, inclusive, and welcoming environment, where all our colleagues feel valued and respected at all times.

DE&I remains a priority for the business and looking forward we will:

-  Create consistency in inclusive recruitment practices.
-  Expand on our approach to data by standardising outputs and frequency of data.
-  Continuously empower Team Leaders to support DE&I practices, policies and activities.
-  Continue to support our networks to promote inclusion and help bring our DE&I priorities to life.
-  Develop targeted development solutions to accelerate key talent.

DECLARATION

I confirm that the information reported is accurate, as at the snapshot date of 30 June 2025.

Roxana Corha, Chief People Officer

November 2025