



## David Wood Baking Ltd – Gender Pay Statement 2019

David Wood Baking Ltd consists of seven manufacturing sites across the UK.

Our latest gender pay report follows the criteria set by the UK Government and covers the period April 2018 – 2019.

The business is predominately male 69% (840 men plus 382 women) and our median (middle) gender pay gap was 4.2% this reflects a 1.9% decrease from the 6.1% median figure we reported in 2018.

We know it will take time to reduce our gender pay gap and we are taking clear actions towards achieving true gender balance at every level of our business.

Our company are confident that men and women are paid equally for doing equivalent jobs across our business regardless of gender, race or background and make sure our policies and practices reflect the same.

We are passionate about fairness, equality and inclusion and are committed to reducing any gaps.



DAVID  
WOOD  
foods

GENDER PAY GAP 2019



GENDER BONUS GAP 2019



GENDER PAY GAP 2018



GENDER BONUS GAP 2018



PROPORTION OF MEN & WOMEN WHO RECEIVED A BONUS



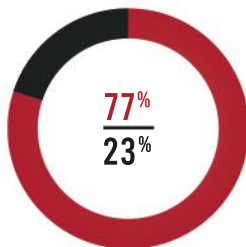
MEN  
2019: 0%  
2018: 0%



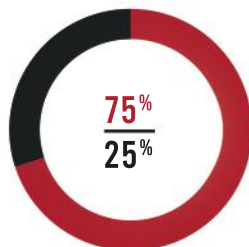
WOMEN  
2019: 0%  
2018: 0%

QUARTILE BANDS 2019 (MEN / WOMEN)

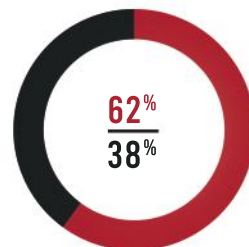
UPPER QUARTILE



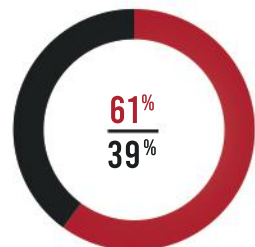
UPPER MIDDLE



LOWER MIDDLE



LOWER QUARTILE



78%  
22%

2018



78%  
22%

2018



58%  
42%

2018



53%  
47%

2018