



David Wood Baking Ltd – Gender Pay Statement 2020

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 2019 – 2020.

The business is predominately male 72% (912 men plus 359 women) and our median (middle) gender pay gap was 2.1% this reflects a 2.1% decrease from the 4.2% median figure we reported in 2019.

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.



GENDER PAY GAP 2020



GENDER BONUS GAP 2020



GENDER PAY GAP 2019



GENDER BONUS GAP 2019



PROPORTION OF MEN & WOMEN WHO RECEIVED A BONUS



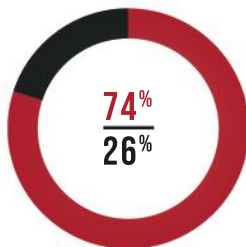
MEN
2020: 0%
2019: 0%



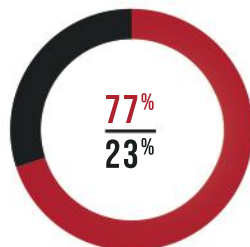
WOMEN
2020: 0%
2019: 0%

QUARTILE BANDS 2020 (MEN / WOMEN)

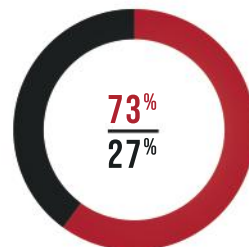
UPPER QUARTILE



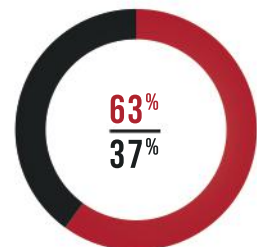
UPPER MIDDLE



LOWER MIDDLE



LOWER QUARTILE



77%
23%

2019



75%
25%

2019



62%
38%

2019



61%
39%

2019