



DAVID
WOOD
baking Ltd

David Wood Baking Ltd – Gender Pay Statement 2021

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

Our latest gender pay report follows the criteria set by the UK Government and covers the period April 2020 – 2021.

The business is predominately male 71% (957 men plus 382 women) and our median (middle) gender pay gap was 1.6% this reflects a 0.5% decrease from the 2.1% median figure we reported in 2020.

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 2021



GENDER BONUS GAP 2021



GENDER PAY GAP 2020



GENDER BONUS GAP 2020



PROPORTION OF MEN & WOMEN WHO RECEIVED A BONUS



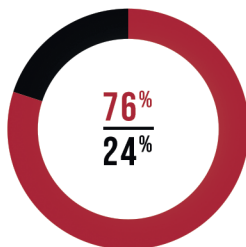
MEN
2021: 0%
2020: 0%



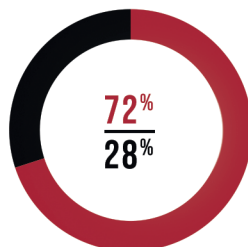
WOMEN
2021: 0%
2020: 0%

QUARTILE BANDS 2021 (MEN / WOMEN)

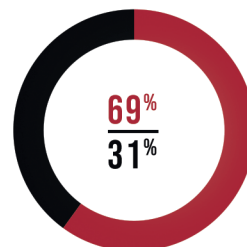
UPPER QUARTILE



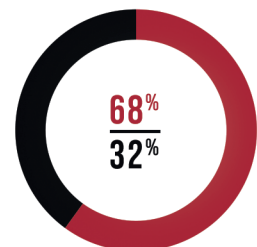
UPPER MIDDLE



LOWER MIDDLE



LOWER QUARTILE



74%
26%

2020

77%
23%

2020

73%
27%

2020

63%
37%

2020