

## David Wood Baking Ltd – Gender Pay Statement 2022

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 2021 – 2022.

The business is predominately male 70% (1278 men plus 543 women) and our median (middle) gender pay gap was 1.9% this reflects a 0.3% increase from the 1.6% median figure we reported in 2021.

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  
baking ltd

#### GENDER PAY GAP 2022



#### GENDER BONUS GAP 2022



#### GENDER PAY GAP 2021



#### GENDER BONUS GAP 2021



#### PROPORTION OF MEN & WOMEN WHO RECEIVED A BONUS



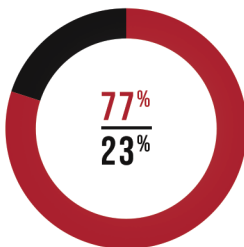
MEN  
2022: 0 %  
2021: 0 %



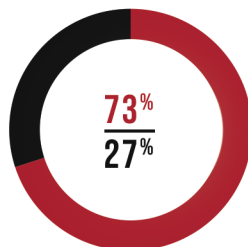
WOMEN  
2022: 0 %  
2021: 0 %

#### QUARTILE BANDS 2022 (MEN / WOMEN)

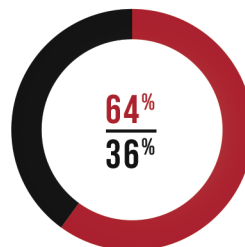
##### UPPER QUARTILE



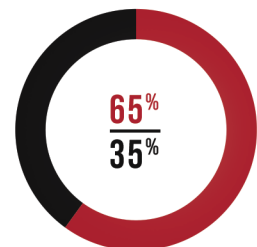
##### UPPER MIDDLE



##### LOWER MIDDLE



##### LOWER QUARTILE



76%  
24%

2021



72%  
28%

2021



69%  
31%

2021



68%  
32%

2021