

## David Wood Baking Ltd – Gender Pay Statement 2023

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 2022 – 2023.

The business is predominately male 69% (1123 men plus 514 women) and our median (middle) gender pay gap was 2.6% this reflects a 0.7% increase from the 1.9% median figure we reported in 2022.

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 2023



GENDER BONUS GAP 2023



GENDER PAY GAP 2022



GENDER BONUS GAP 2022



PROPORTION OF MEN & WOMEN WHO RECEIVED A BONUS



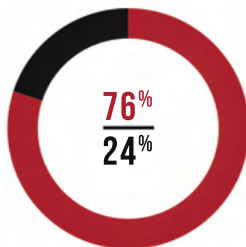
**MEN**  
2023: 0%  
2022: 0%



**WOMEN**  
2023: 0%  
2022: 0%

QUARTILE BANDS 2023 (MEN / WOMEN)

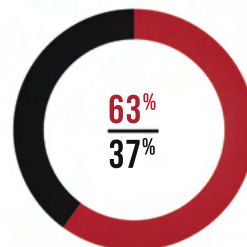
UPPER QUARTILE



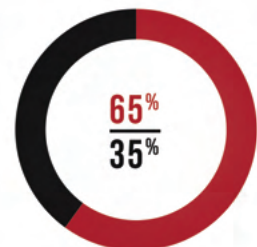
UPPER MIDDLE



LOWER MIDDLE



LOWER QUARTILE



77%  
23%

2022

73%  
27%

2022

64%  
36%

2022

65%  
35%

2022