

David Wood Baking Ltd – Gender Pay Statement 2024

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 2023 – 2024.

The business is predominately male 73% (891 men plus 327 women) and our median (middle) gender pay gap was 2.4% this reflects a 0.2% decrease from the 2.6% median figure we reported in 2023.

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 2024



GENDER BONUS GAP 2024



GENDER PAY GAP 2023



GENDER BONUS GAP 2023



PROPORTION OF MEN & WOMEN WHO RECEIVED A BONUS



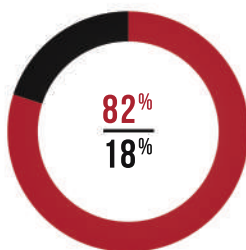
MEN
2024: 0%
2023: 0%



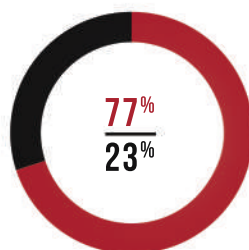
WOMEN
2024: 0%
2023: 0%

QUARTILE BANDS 2024 (MEN / WOMEN)

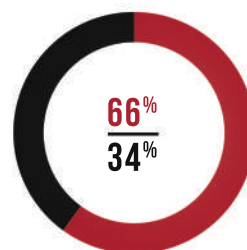
UPPER QUARTILE



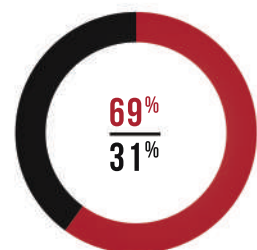
UPPER MIDDLE



LOWER MIDDLE



LOWER QUARTILE



76%
24%

2023

70%
30%

2023

63%
37%

2023

65%
35%

2023