

David Wood Baking Ltd – Gender Pay Statement 2025

David Wood Baking Ltd consists of seven food production sites.

Our latest gender pay gap report follows the criteria set by the UK Government and covers the period April 2024 -2025.

We continue to employ a significantly higher number of males 71% (1132 men plus 467 women) which is expected given the manufacturing and logistics sectors in which we operate.

Our median (middle) gender pay gap was 4.3%. This reflects a 1.9% increase from the 2.4 % median figure we reported in 2024.

In April 2025 the UK median gender pay gap for all employees was 12.8%, so whilst our percentage has increased we are still significantly below the UK average.

We are taking actions to achieve a reduction in our gender pay gap and working towards attaining a true gender balance at every level within our business whilst reviewing our recruitment strategy and promoting apprenticeships to ensure we are continuing to attract, encourage and retain the best broader talent.

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.

The business is passionate about fairness, equality and inclusion and are committed to reducing any gaps.



GENDER PAY GAP 2025



GENDER BONUS GAP 2025



GENDER PAY GAP 2024



GENDER BONUS GAP 2024



PROPORTION OF MEN & WOMEN WHO RECEIVED A BONUS



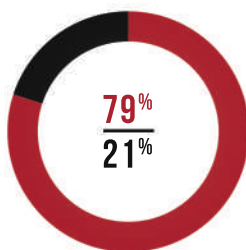
MEN
2025: 0%
2024: 0%



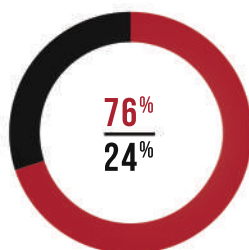
WOMEN
2025: 0%
2024: 0%

QUARTILE BANDS 2025 (MEN / WOMEN)

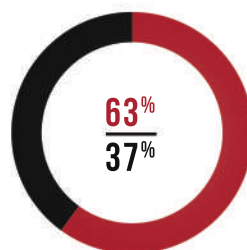
UPPER QUARTILE



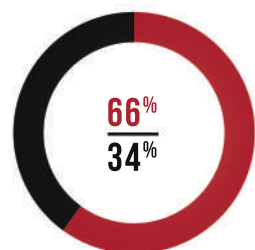
UPPER MIDDLE



LOWER MIDDLE



LOWER QUARTILE



82%
18%

2024



77%
23%

2024



66%
34%

2024



69%
31%

2024