



Dunhills (Pontefract) PLC Gender Pay Gap Report

2022



Foreword

HARIBO, a third-generation family business, and now a global brand, acquired a majority stake in Dunhills (Pontefract) PLC in 1972. HARIBO proudly continued its long history of making much-loved sweets in the UK.

Dunhills' product portfolio of traditional lines was retained and today we still produce our famous round liquorice Pontefract Cakes. Over the years we have added a wide range of our other famous HARIBO and MAOAM products including Starmix, Supermix, and Tangfastics.

Our manufacturing sites are based in neighbouring towns in Pontefract and Castleford, West Yorkshire where we have continued to improve our operation, investing in, and developing our manufacturing facilities and our workforce.

We also continue to expand our retail business with 9 shops now successfully opened. Today, we employ 658 colleagues, with either full time or part time working arrangements, working in a wide variety of roles.

We are proud to be at the heart of all our communities with most of our colleagues from the local area. This helps us to retain local heritage, and over the years has enabled us to attract and retain many friends and family members to our organisation in keeping with the HARIBO tradition.

Jon Hughes
Managing Director,
HARIBO UK & Ireland,
Dunhills PLC

For the period April 2021 – April 2022, our overall mean gender pay gap is 14.75% down from 15.66% in 2021 and our median gender pay gap is 5.14%, down from 6.32% in 2021.

We are pleased to now see progress in reducing our pay gap as we continue to encourage more women into our business. Our commitment to equal pay is resolute, and we continue to prioritise the fair reward and equal treatment of all our colleagues regardless of gender.

We are very aware of the effort required to address the challenges we face as a traditional male dominated manufacturing business. We are committed to creating an inclusive culture where everyone is equal and has the same opportunity to flourish.

We recognise there are no quick fixes for sustainable equality, and we continue our journey with practical plans and full commitment from our leadership team, to increase the contribution, success, advancement, and celebration of women in HARIBO.

Amanda Burns
Head of HR,
HARIBO UK & Ireland,
Dunhills PLC



Headlines of our Gender Pay Gap



72%

of our colleagues work in operations

21%

work in our Head Office, Sales and Retail functions



HARIBO has worked hard to address the imbalance we previously saw in attracting females to our roles.

Considering that the majority of our roles are in manufacturing, we are pleased to see the increase of female applicants from 39% in 2021 to 45% in 2022.

Despite seeing this increase, a history of male dominated representation in manufacturing and FMCG sectors means that in some parts of our business women are under-represented, and this is something we are working to change.

Our business is split by:

F

M



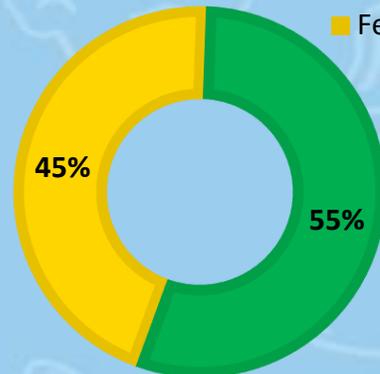
41%



59%

WHO APPLIES FOR OUR ROLES

Female Male



We are pleased to report that the ratio of females in our business has risen in 2022 from 35.7% to 41%, again demonstrating that our activities to attract females is having a positive impact.

Headlines of our Gender Pay Gap

GENDER PAY GAP		GENDER BONUS GAP		PROPORTION RECEIVING BONUS	
14.7%	5.1%	41.5%	60.0%	F	M
MEAN	MEDIAN	MEAN	MEDIAN		
				94.8%	98.8%

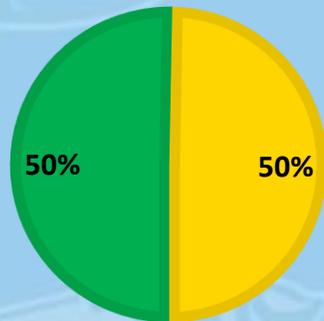
Our overall mean gender pay gap is 14.75% down from 15.66% in 2021 and our median gender pay gap is 5.14%, down from 6.32% in 2021 which is trending in the right direction.

We have seen an increase in our bonus pay gap, primarily driven by our success as business in 2022, resulting in the business performance bonus being fully achieved.

The proportion of female colleagues in the lower, lower middle and upper middle quartile remain vastly unchanged on 2021. However, we are pleased to report that the number of females in the upper quartile has increased to 26% from 20%.

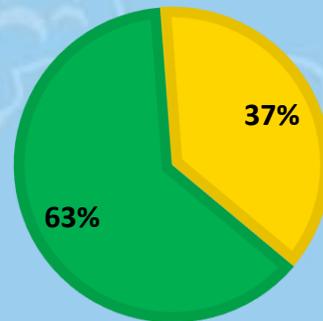
LOWER

■ Male ■ Female



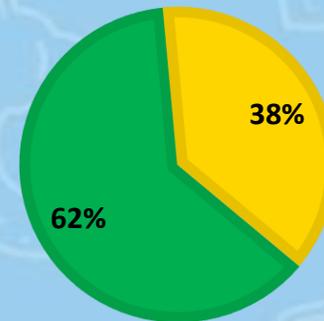
LOWER MIDDLE

■ Male ■ Female



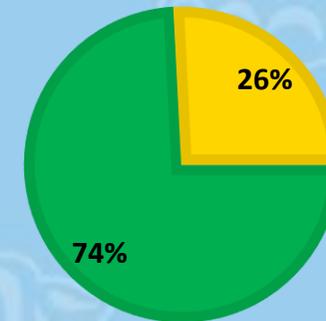
UPPER MIDDLE

■ Male ■ Female



UPPER

■ Male ■ Female



Our quartiles are calculated by listing the hourly rate of pay for each colleague in order of value, smallest to largest. We then split the list into 4 equal groups and calculate the percentage of males and females in each of the groups.

Closing the Gap

We continue to successfully recruit and retain females in departments such as technical services, sales, retail, marketing, finance and human resources.

Our attrition level remains low meaning our resourcing opportunities are minimal, particularly in traditional male dominated areas. Considering this we are working to understand any challenges to attracting, retaining and developing females across our business.

We continue to invest in and develop our leaders in all areas with our new corporate programme, **leadership@HARIBO** launching in 2022. This programme is designed to support our leaders in creating an inclusive culture.

We are continuing to invest in female scholarships. We work closely with our sponsored students to highlight the opportunities open to them at HARIBO, and to encourage them to explore opportunities available for females within manufacturing.

Apprenticeships have been a key focus in 2022. We are being more targeted in our approach to enable us to achieve improvement in our gender attraction.

Feedback from our engagement survey provides insights into our colleagues' perspective on many subjects. This proves to be an invaluable source of data which informs our action planning for our future success.

