



# Dunhills (Pontefract) PLC Gender Pay Gap Report

2024



## FOREWORD



**Jon Hughes**  
Managing Director,  
HARIBO UK & Ireland

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

Today we still produce our famous round liquorice Pontefract Cakes that were retained as part of the Dunhills' product portfolio. Over the years we have continued to produce our famous HARIBO and MAOAM products including; Starmix, Tangfastics and Supermix, and developed exciting new products to add to our range.

Our manufacturing sites are based in neighbouring towns in Pontefract and Castleford, West Yorkshire. We have continued to improve our operation by investing in and developing our manufacturing facilities and our workforce. Our retail business has expanded to 10 shops located all over the UK, with our most recent addition within this reporting period opening in Gunwharf Quays.

Our continued investment in our products, our people and our support in the local community has made HARIBO what it is today. We are proud that most of our colleagues are from the local area, as this helps us to retain our local heritage, and over the years has enabled us to attract and retain many friends and family members to HARIBO.



# FOREWORD



We are pleased to see that we continue to reduce our gender pay gap and this year report 8.5%.

We acknowledge that we continue to face challenges in reducing this gap, by operating predominately within a traditionally male dominated industry. However, we are delighted to see female colleagues working within our engineering and operational environments.

We continue our journey with full commitment from our leadership team, and actionable plans to increase the contribution, success, advancement, and celebration of women in HARIBO.

People are and always will be our greatest asset. We continue to prioritise fair reward and equal treatment of all our colleagues regardless of gender and we are committed to creating an inclusive culture where everyone is equal and has the same opportunity to flourish.



**Amanda Burns**  
People Director,  
HARIBO UK & Ireland

# THE MAKEUP OF HARIBO



HARIBO is made up of:

**Female**

**Male**

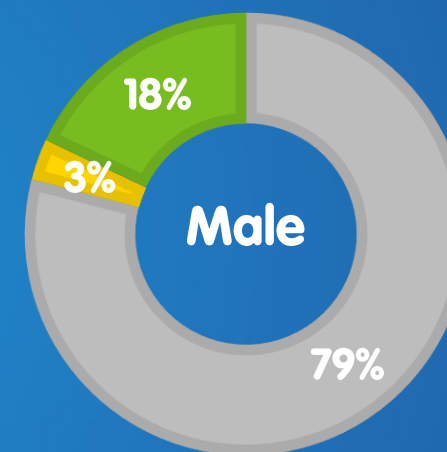
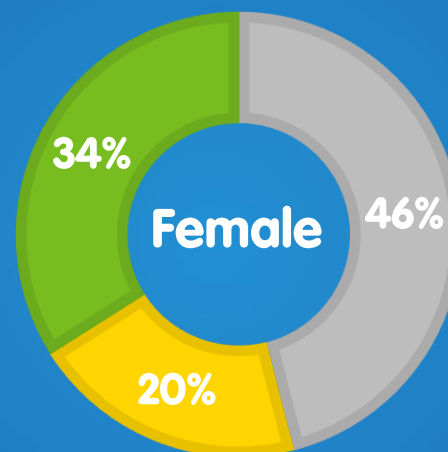


40%



60%

Our People



- Operations
- Retail
- Head Office

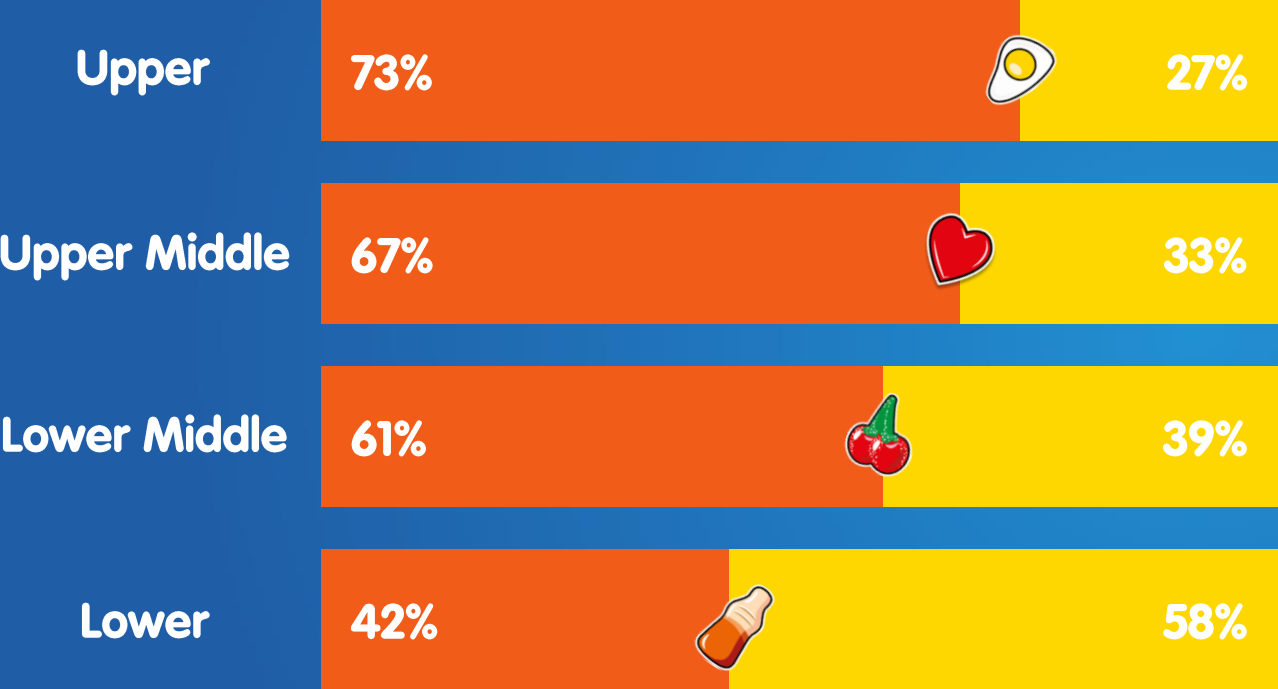




# THE MAKEUP OF HARIBO



## Split of Gender by Quartile

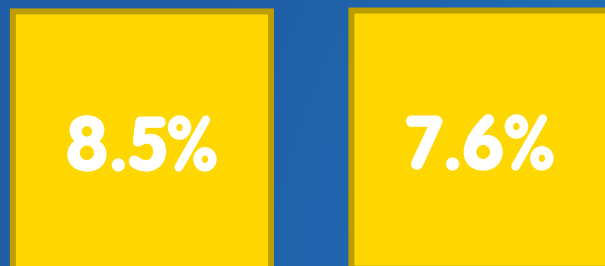


Our quartiles are calculated by listing the hourly rate of pay for each colleague in order of value, smallest to largest. We then split the list into 4 equal groups and calculate the percentage of males and females in each of the groups.

The proportion of female colleagues in all quartiles remains vastly unchanged on 2023.

Male Female

## Hourly Pay Gap



Mean

Median

We are pleased to report a further positive trend in our gender pay gap, which is 8.5%, down from 9.3% in 2023.

However, despite challenges with inflation and continued sharp rises in pay, we have also seen a positive result to our median, reducing to 7.6% from 8.6%.

## Bonus Pay Gap



Mean

Median

We are pleased to report that over 83% of our colleagues received a bonus during the reporting period, despite a volatile financial environment.

This has also seen a reduction in our mean bonus gap, moving to -3.3%. Our median bonus pay gap has reduced substantially. This is largely due to not all of our colleagues receiving a bonus in the reporting period.

Proportion of our colleagues receiving a bonus:

Female

Male



75%



92%

# CLOSING THE GAP



We continue to invest in and develop our people in all areas of HARIBO, with a particular focus on Leadership@HARIBO in 2024.

Apprenticeships remain a focus for HARIBO, supporting both our internal career paths and external early careers. We are proud and privileged to have loyal long serving colleagues and as part of our retirement planning, we are working closely with our local communities and are introducing Careers@HARIBO to showcase our opportunities.

Our attrition level in the upper quartile of colleagues at HARIBO remains low, which is a great reflection of HARIBO's culture. This means, our resourcing opportunities are limited, particularly in senior roles.

Our engagement and pulse surveys continue to provide valuable feedback and insights. We are pleased to see our colleagues continuing to take part in our most recent survey as this remains an invaluable source of data. As this informs and drives our engagement and culture development for our future success at HARIBO.



The Haribo Careers logo features the word 'HARIBO' in its signature red font with a white outline, and the word 'Careers' in a smaller, red sans-serif font below it, with a small Haribo bear icon between the two words.



The Leadership @ HARIBO logo features the words 'LEADERSHIP' and '@ HARIBO' in a bold, red sans-serif font, with a white outline, set against a white background.