

# HARIBO



# Dunhills (Pontefract) PLC Gender Pay Gap Report

## 2025



# FOREWORD



HARIBO, a third-generation family business, and 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. Dunhills' great product portfolio was retained, and we still produce our famous round liquorice Pontefract Cakes today.

We continue to produce our famous and much loved HARIBO products including; Starmix, Tangfastics and Supermix.

Our manufacturing sites are based in neighbouring towns in Pontefract and Castleford, West Yorkshire. 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, helping us to retain our local heritage. This also enables us to attract and retain many friends and family members at HARIBO.

We continue to improve our operation by investing in and developing our manufacturing facilities and our workforce. Our retail business has now expanded to 13 shops located all over the UK and Scotland.



**Phil Murphy**  
Chief Marketing Officer &  
Managing Director  
HARIBO UK

# FOREWORD



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



We acknowledge that we continue to face challenges in reducing our gender pay gap, which has risen by 0.6% to 9.1%.

We primarily operate within a traditionally male dominated industry. However, we are delighted to be introducing more roles across our functions in particular with 2 new retail store openings within this reporting period.

People are, and always will be, our greatest asset. We remain committed to prioritising fair reward and equal treatment for all colleagues, regardless of gender, and to nurturing an inclusive culture where everyone is treated equally and has the same opportunity to thrive.

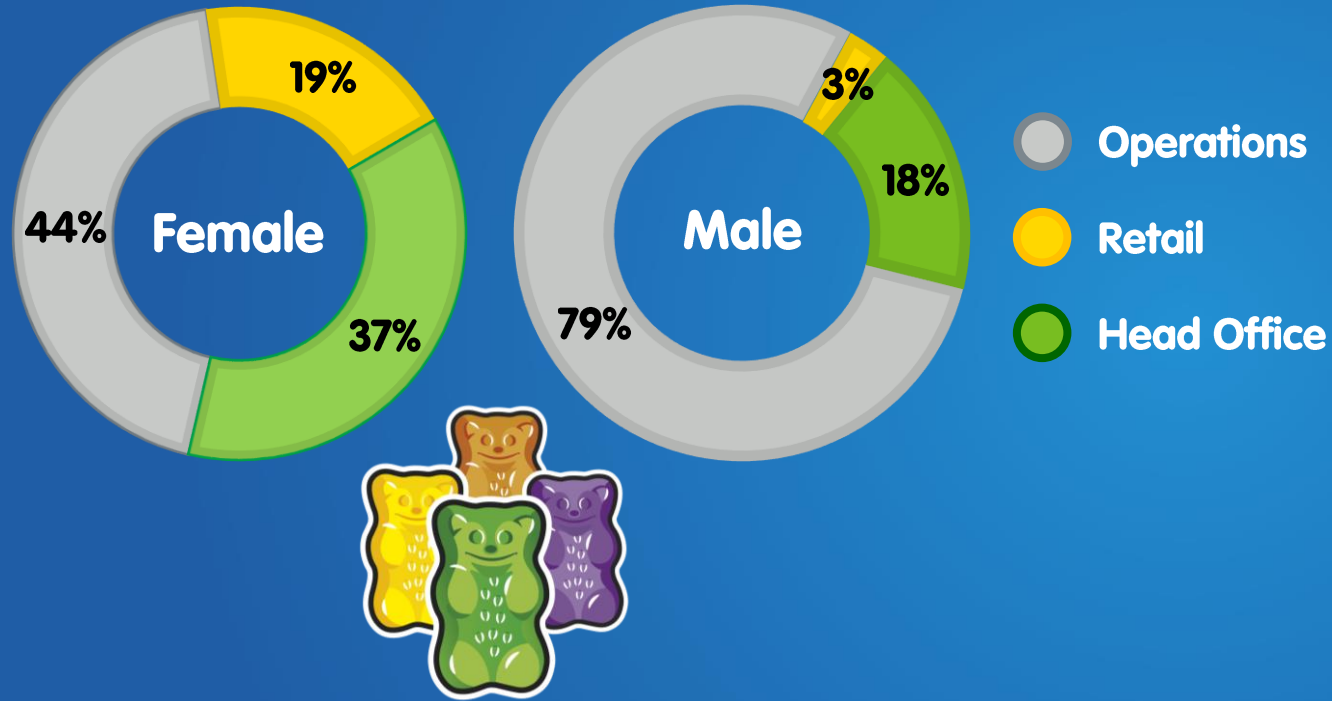
We continue our journey with full commitment from our leadership team, and actionable plans to increase the contribution, success, advancement, and celebration of women in HARIBO.



# THE STRUCTURE OF HARIBO



## Our People



## HARIBO is made up of:

Female



40%

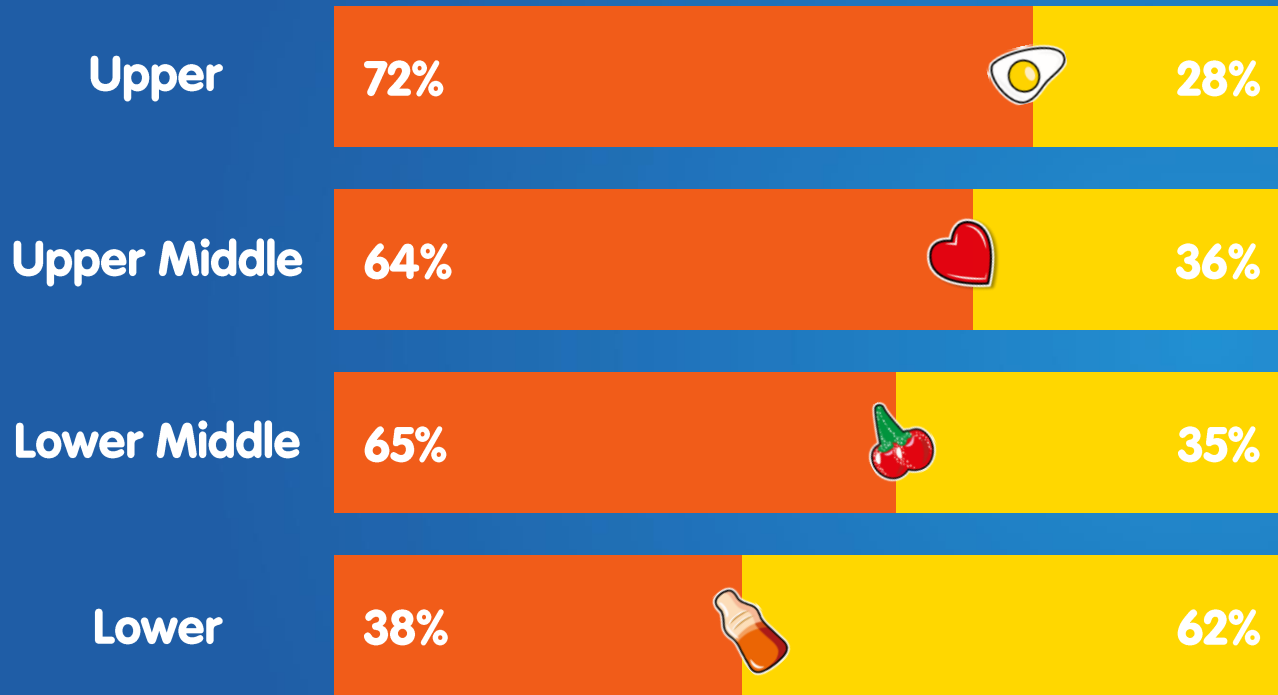
Male



60%



## Split of Gender by Quartile



● Male

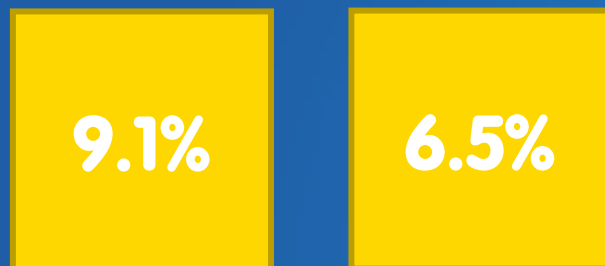
● Female

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.

We are pleased to see that the proportion of female colleagues in the upper middle and upper quartiles have increased since 2024.

## Hourly Pay Gap



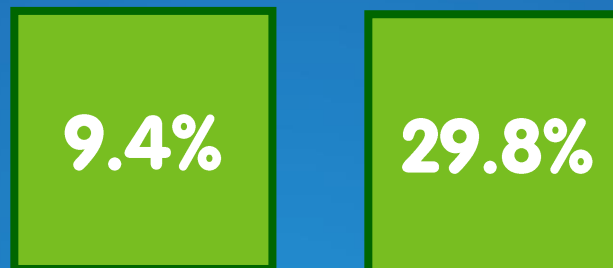
Mean

Median

Our gender pay gap has increased by 0.6% to 9.1% in 2025, acknowledging that we are operating in a traditionally male dominated industry.

However, despite challenges with inflation and continued sharp rises in pay, we have seen a positive reduction to our median, reducing to 6.5% from 7.6%.

## Bonus Pay Gap



Mean

Median

We are pleased to report that over 87% of our colleagues received a bonus during the reporting period, up from 83% in 2024.

We have worked hard to promote and encourage colleague to colleague recognition through our benefits platform, however, this has resulted in our mean bonus gap moving to 9.4%. Our median bonus pay gap has also increased substantially. This is largely due to smaller more frequent bonuses being awarded across HARIBO.

Proportion of our colleagues receiving a bonus:

Female

Male



84%



89%

# CLOSING THE GAP



**LEADERSHIP  
@ HARIBO**

**HARIBO  
Careers**



We continue to invest in and develop our people in all areas of HARIBO, with a continued focus on Leadership@HARIBO in 2025.

We're excited to build on our external early careers programme, working with the West Yorkshire Combined Authority and our local schools, to showcase our opportunities and longer term career paths at HARIBO. We are proud and privileged to have loyal long serving colleagues and as part of our retirement planning, Apprenticeships remain a focus for us, growing our next generation of HARIBO'ers.

Attrition levels at HARIBO remain low, which is a great reflection of our culture. But this does mean, that our resourcing opportunities are limited, particularly in senior roles.

We have improved our Family Friendly policies significantly in 2025, as we are committed to supporting our colleagues through every stage of their journey into parenthood. Whether becoming a parent for the first time or growing their family, we want to ensure colleagues feel confident and well-supported before, during, and on their return to work after their leave.

