

HARIBO

Dunhills (Pontefract) PLC Gender Pay Gap Report

2023



FOREWORD

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 much-loved sweets in the UK.

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

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 store opening in Gunwharf Quays, Portsmouth.

We continue to be at the heart of our communities and we are proud that most of our colleagues are from the local area. 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.

Jon Hughes
Managing Director,
HARIBO UK & Ireland





We are pleased to see that over the past year, we have reduced our gender pay gap by over 5 percent, to 9.3%.

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

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.

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
People Director,
HARIBO UK & Ireland

HARIBO is made up of:

Female

Male

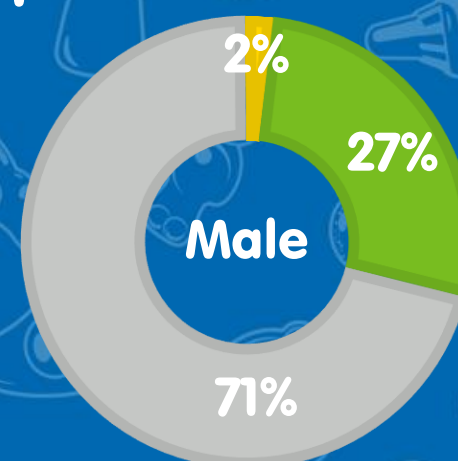
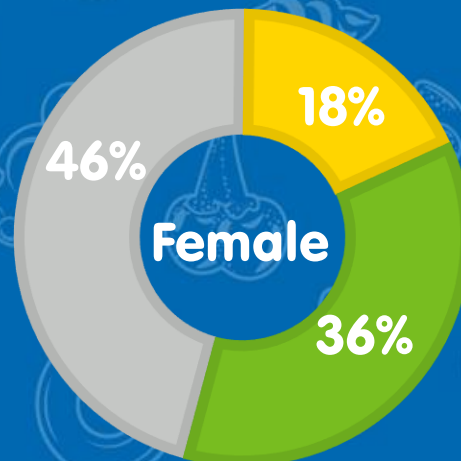


42%



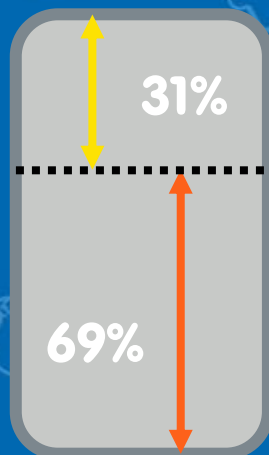
58%

Total Population

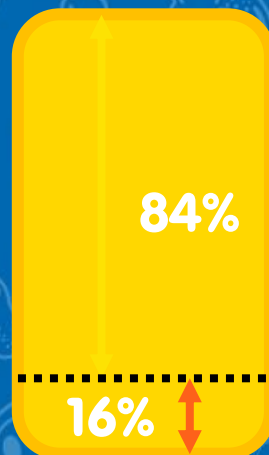


- Operations
- Retail
- Head Office

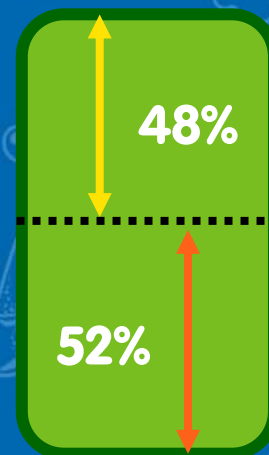
By Area



Operations



Retail

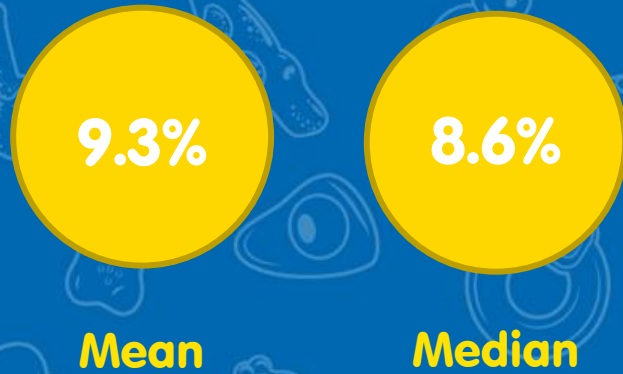


Head Office

Female

Male

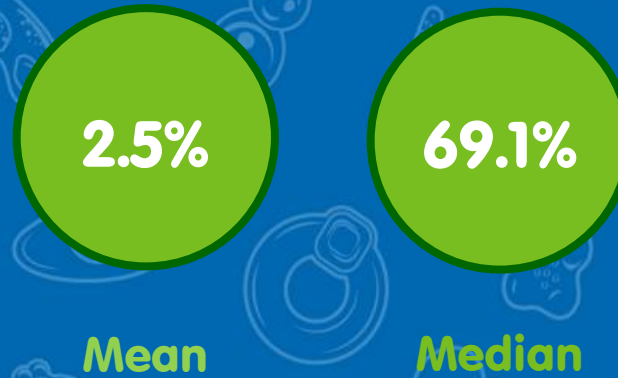
GENDER PAY GAP



We are pleased to report a further positive trend in our gender pay gap, which is 9.3%, down from 14.7% in 2022.

However, challenges with inflation and sharp rises in pay has resulted in an uplift of the median to 8.6%. This is to be expected due to our workforce demographic being heavily weighted towards males.

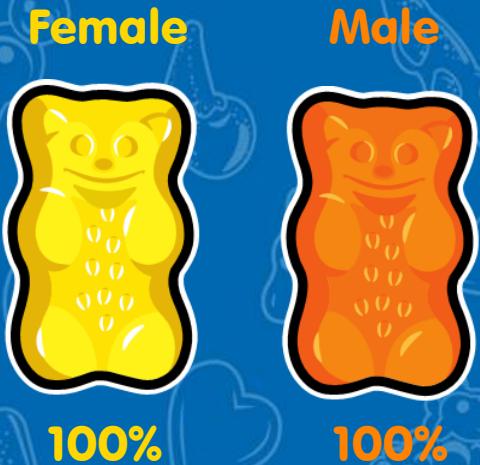
BONUS PAY GAP



We are pleased to report that 100% of colleagues received a bonus during the reporting period. This was as a result of our business performance in 2022, allowing us to make a performance payment to all of our colleagues.

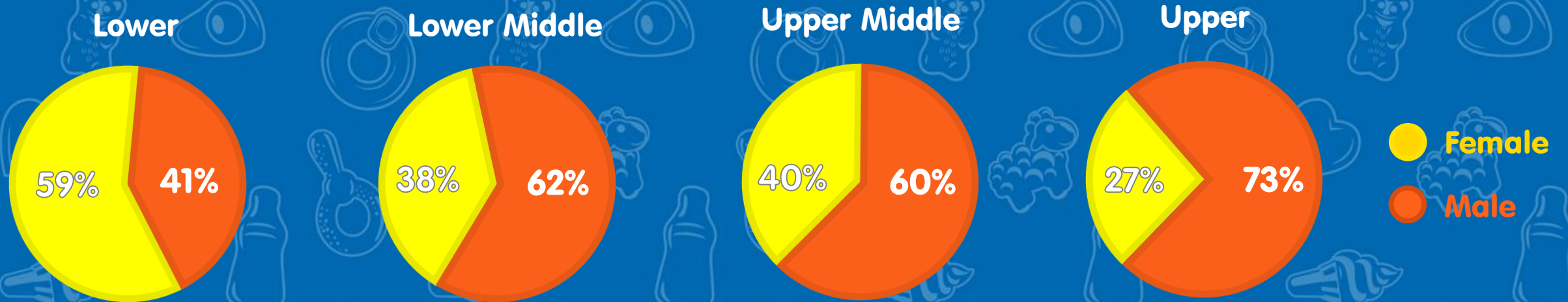
This has driven down our mean bonus gap to 2.5% from 41.5% in 2022. We continue to see challenges in reducing our median bonus pay gap, due to the imbalance of gender in roles attracting bonus payments.

Proportion of our colleagues receiving a bonus:



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.

PROPORTION OF FEMALES AND MALES IN EACH QUARTILE



The proportion of female colleagues in the lower, lower middle and upper middle quartile remain vastly unchanged on 2022. However, we are pleased to report that the number of females in the upper quartile has increased to 27%.

HARIBO is made up of:
Female **Male**



42%



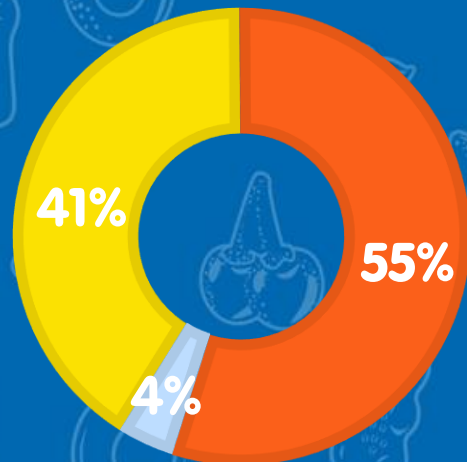
58%

Who are we attracting to HARIBO?

Female

Male

Prefer not to say



We continue to work hard to address the imbalance we have previously seen in attracting females to HARIBO. We are pleased to see an increase in securing females into roles within our engineering department.

Despite these positive changes, a history of male dominated representation in manufacturing and FMCG sectors means that in some parts of our business women remain under-represented, and this is something we are continuing to work towards changing by attracting more females into HARIBO.

We are pleased to again report that we have seen the ratio of females in HARIBO rise further to 42% and this demonstrates that our activities to attract females is having a positive impact.

CLOSING THE GAP

Our attrition level in the upper quartile of colleagues at HARIBO remains low, meaning our resourcing opportunities are minimal, particularly in senior roles.

We continue to invest in and develop our people in all areas of HARIBO, with a particular focus on leadership and foundation skills in 2023.

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 aim to work closely in our local communities to showcase opportunities at HARIBO.

Our engagement and pulse surveys continue to provide valuable feedback and insights. We are pleased to see 86% of our colleagues taking part in our most recent survey. This remains an invaluable source of data which informs and drives our action planning for our future success at HARIBO.

CLOSING THE GAP



HARIBO is delighted to continue to support the Arkwright Foundation who are part of The Smallpeice Trust. The Smallpeice Trust is an educational charity that inspires young people to pursue careers in science and engineering.

Each year we work with the Arkwright Foundation by providing sponsorship for scholarships for 5 young female aspiring engineers. HARIBO has been a sponsor for 5 years, which means 25 young females have benefited from our support.

Not only do we provide financial grants, we invite them to participate in 'Connect Days' at our manufacturing plants to give insights and experience of the happy world of HARIBO.

This gives the scholars the opportunity for real-life work experience and an understanding about the range of different engineering disciplines in manufacturing.