



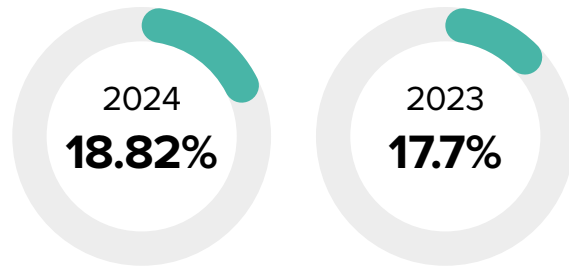
OUR GENDER PAY GAP REPORT 2024

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we are committed to transparency and accountability in our gender pay reporting.

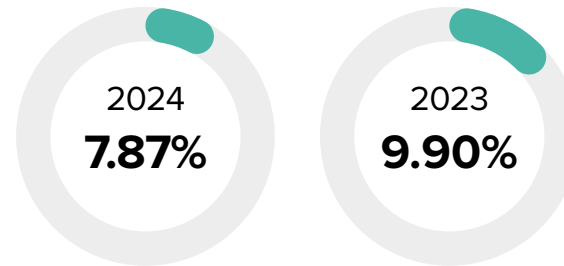
As a responsible employer, we publish our gender pay gap information on both our website and the designated government website at www.gov.uk/genderpaygap

OUR GENDER PAY GAP

Mean gender pay gap



Median gender pay gap



We are happy to share that our median gender pay gap has reduced, demonstrating our ongoing efforts to create a balanced and unbiased workplace.

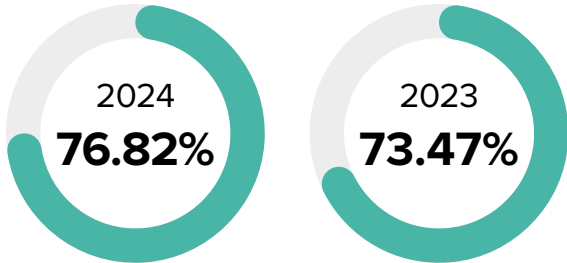
This positive trend reflects our dedication to support a diverse and inclusive workforce.

Although our mean gender pay gap has shown a slight increase, this highlights our commitment to understanding and addressing the underlying factors contributing to this gap.

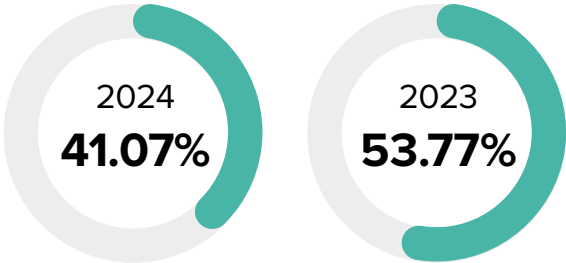
We remain dedicated to reducing this disparity through continuous improvement.

OUR BONUS GENDER PAY GAP

Mean bonus gender pay gap

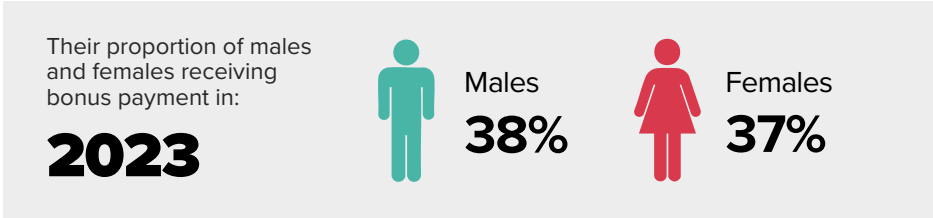
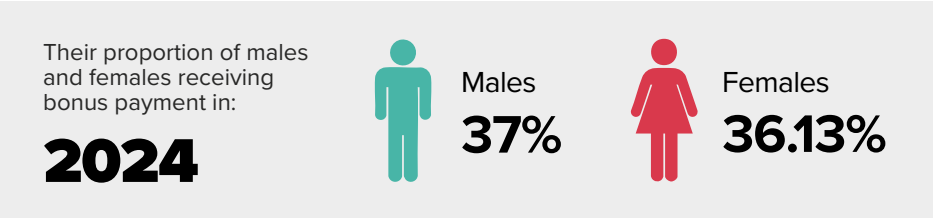


Median bonus gender pay gap



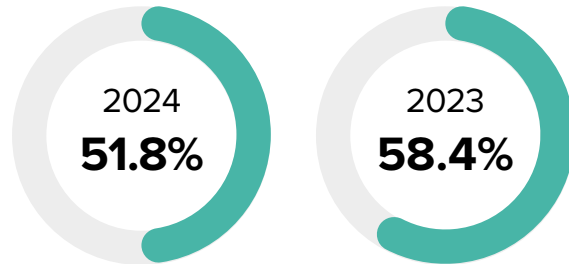
Our mean bonus gender pay gap has slightly increased, prompting us to review our bonus structures to ensure fairness and inclusivity. However, the substantial decrease in our median bonus gender pay gap demonstrates our commitment to unbiased bonus distribution and recognition of performance across all genders.

The proportion of males and females receiving bonus payments has remained relatively stable, indicating consistent recognition of contributions from all colleagues.

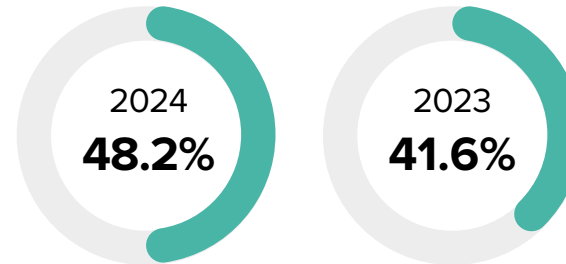


OUR UPPER QUARTILES

Upper Quartile Males

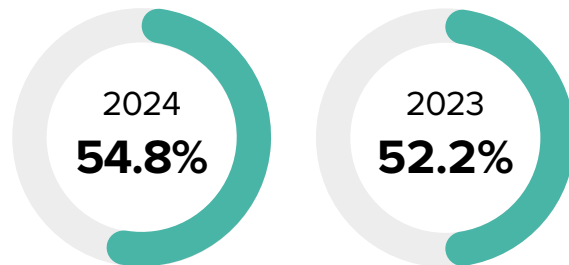


Upper Quartile Females

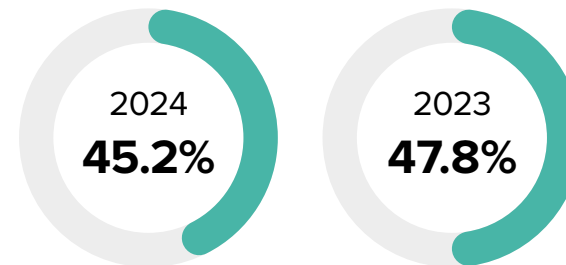


We are encouraged by the increase in female representation in the upper quartile, demonstrating our progress in promoting females to senior roles.

Upper Middle Quartile Males



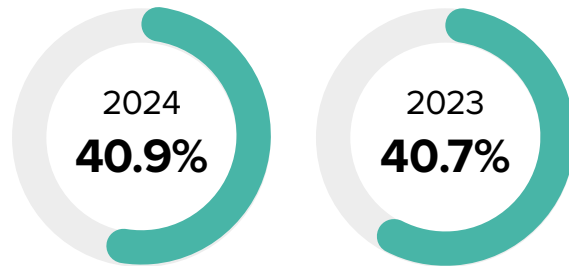
Upper Middle Quartile Females



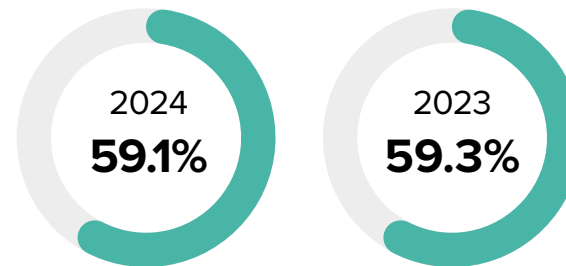
The upper middle quartile shows a balanced distribution, reflecting our commitment to gender diversity at all levels of the organisation.

OUR LOWER QUARTILES

Lower Middle Quartile Males

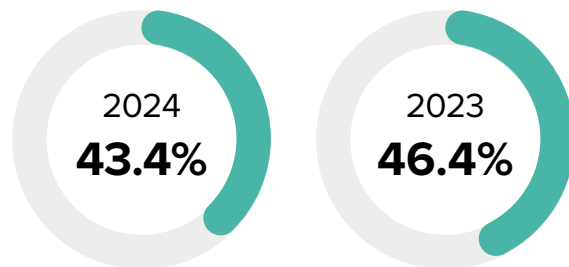


Lower Middle Quartile Females

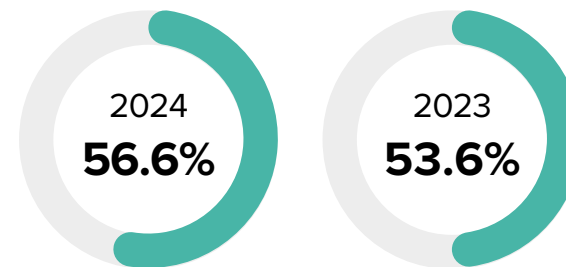


The lower middle quartile continues to have a higher proportion of females, indicating our success in attracting and retaining females in these roles.

Lower Quartile Males



Lower Quartile Females



Additionally, the lower quartile shows a positive trend with an increase in female representation, emphasising our efforts to support females at all stages of their careers.



WE ARE PROUD...

of our progress in promoting gender equality and we're committed to continue improving.

OUR AIM...

is to create a workplace where everyone feels valued and gets rewarded fairly. We believe that a sweet workplace is one where everyone can enjoy the benefits equally.



As Group Head of HR for World of Sweets (Hancocks) Ltd, I can confirm that the information in our Gender Pay Gap statement is accurate.

Jo Dack
Group Head of HR