

CLOSING THE GAP



Church & Dwight UK Ltd

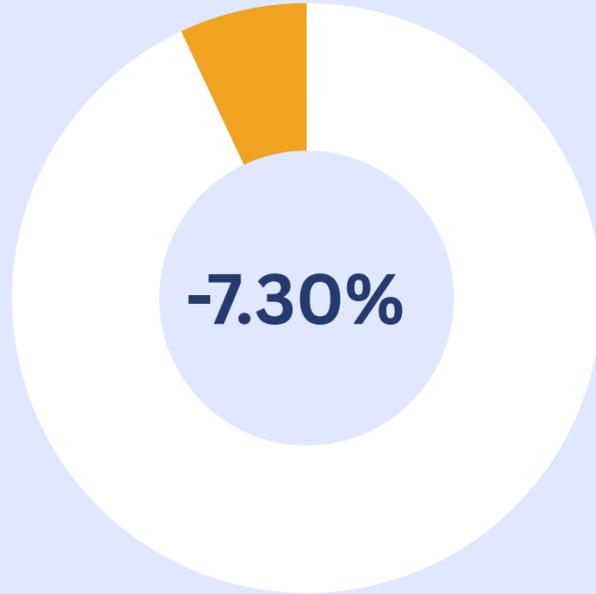
Gender Pay Gaap 2025

Church & Dwight UK Ltd manufacture personal care products at our Folkestone, Kent site. We have a total of 5 locations in the UK.

We sell to major UK retailers, online and worldwide.

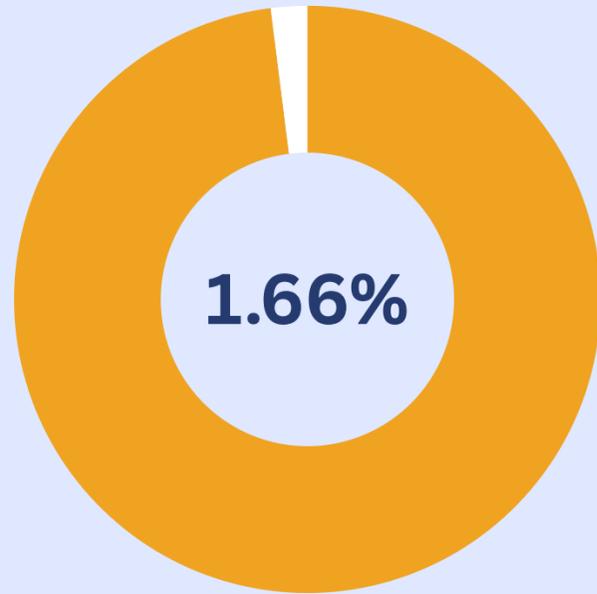


Our Gender Pay Ga__p Results



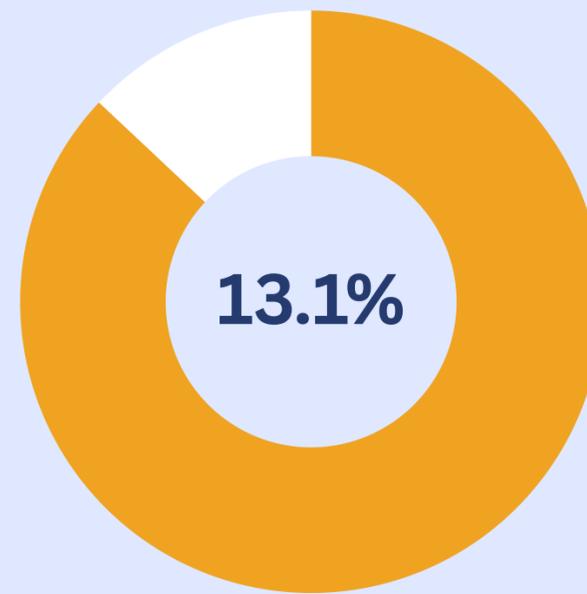
Church & Dwight's median (middle) gender pay gap

This means that the C&D female pay mid-point is 7.3% higher than the male pay mid-point.



Church & Dwight's mean (average) gender pay gap

This means that for every £1 that a C&D female earns, a male earns £1.02.



UK median gender pay gap*

In the UK for every £1 that a female earns, a male earns £1.13.

Church & Dwight's median gender pay gap of -7.30% compares very favourably to the UK's 13.1%

Snapshot of our UK Workforce
5th April 2024
Total = 440



246
56%

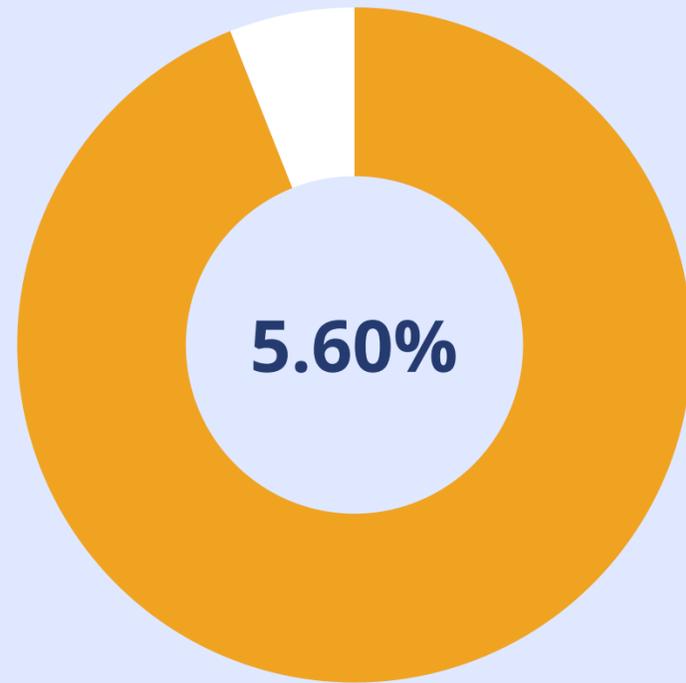


194
44%

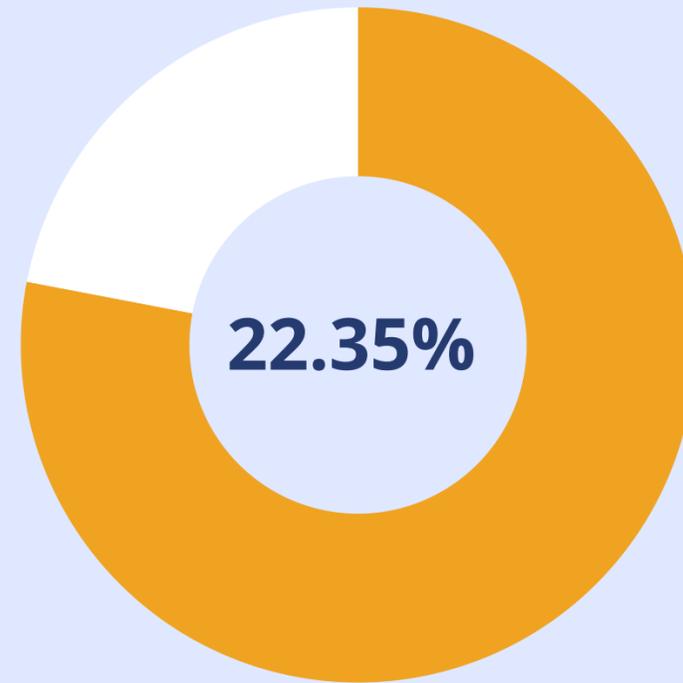
*Office for National Statistics 2024 Gender Pay Gap



Our Bonus Gender Pay Gap Results



**Church & Dwight's
median (middle)
bonus gender pay gap**



**Church & Dwight's
mean (average) bonus
gender pay gap**
This gap has reduced from
30.28% in 2023.

Employees Receiving Bonus



95.93%

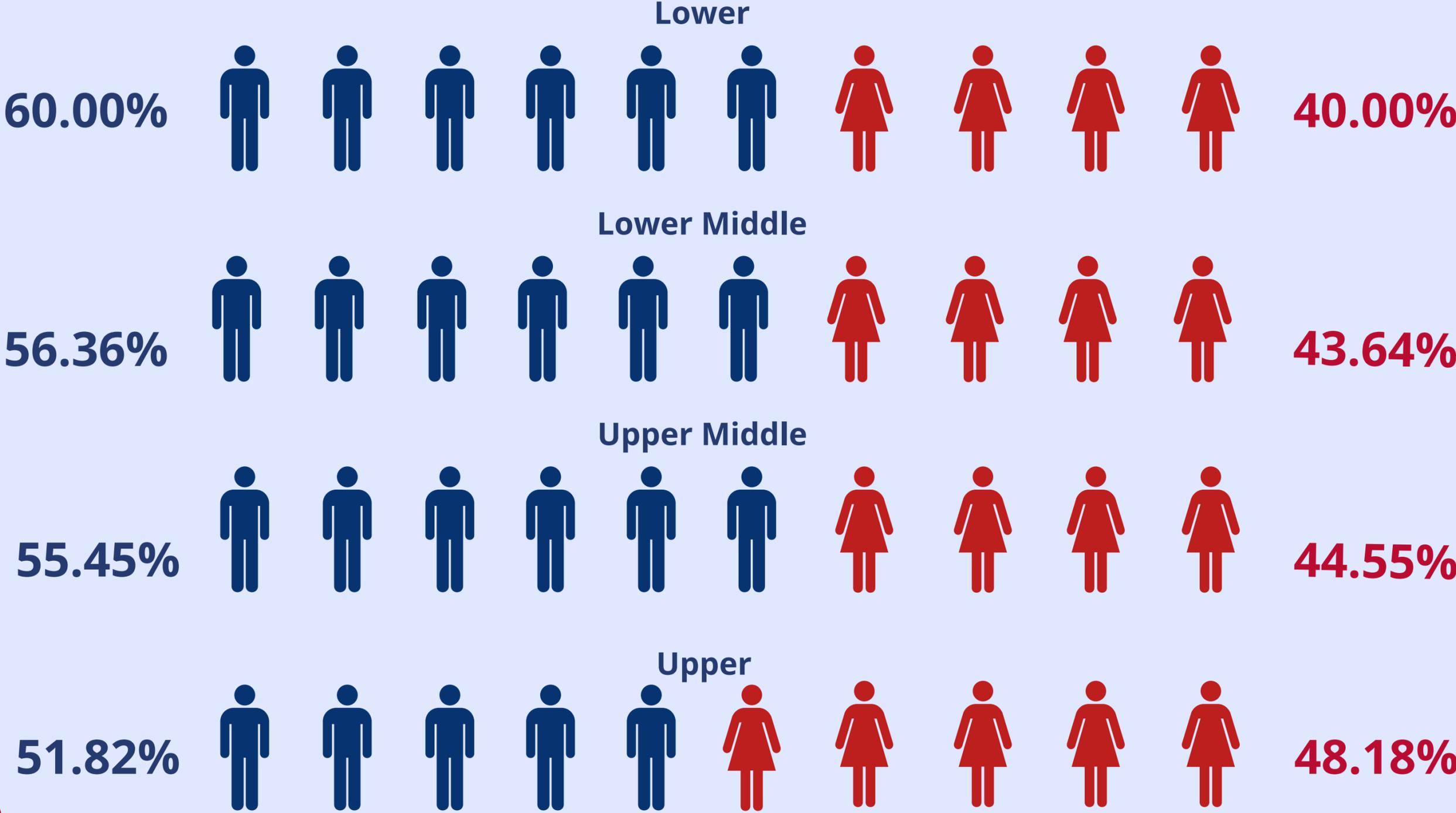


92.27%

At Church & Dwight UK all employees are enrolled onto a Bonus Scheme.
The small percentage that did not receive a bonus were not eligible due to starting after the close of the applicable bonus year.



Percentage of Male and Female Employees in Each Quartile



Our Gender Pay Journey

We have seen significant reduction in all of the gender pay metrics when comparing our April 2024 data to 2023. Highlights include our mean (avg) Gender Pay Gap which has reduced from 9.37% to 1.66%.

We believe these significant improvements are a reflection of our focus on continuously reviewing our salary structures and introducing pay grades to ensure salaries are fair and consistent in terms of both gender and other characteristics.

Our mean Bonus Gender Pay Gap reduced from 30.28% in 2023 to 22.35% in 2024. Our newly introduced pay grades also saw some employee's bonus percentage increase as a result.

However, we recognise that we can still improve and will continue to ensure fairness and equality in our employee compensation and reward.



Our Diversity & Inclusion



Globally for Church & Dwight, Diversity and Inclusion (D&I) has been a key focus and we have reflected this in our activities within the UK organisation.

We have implemented volunteer D&I champions at all levels, who have been trained to lead on various initiatives and raise the profile of key events and topics.

We offer various training courses throughout the year for all employees that promotes the adoption of diversity and inclusion throughout Church & Dwight.





TOGETHER WE HAVE
THE POWER TO WIN

CLOSING THE GAP

I confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations.

SARAH SAYERS
EUROPEAN HR DIRECTOR