

CLOSING THE GAP



Church & Dwight UK Ltd

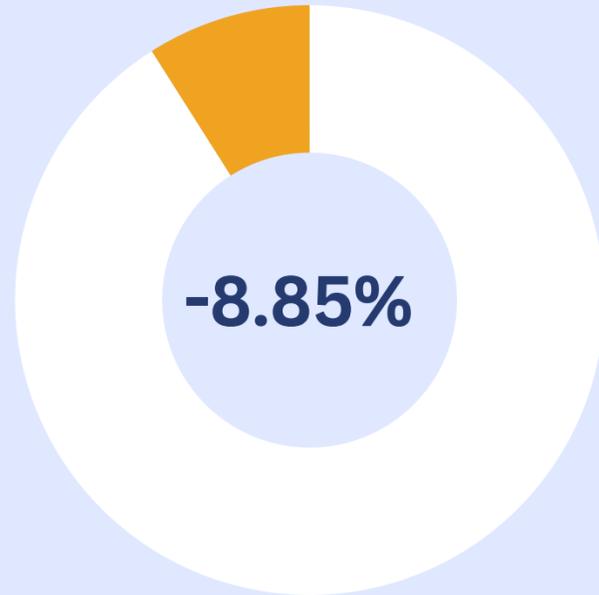
Gender Pay Ga__p 2026

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.

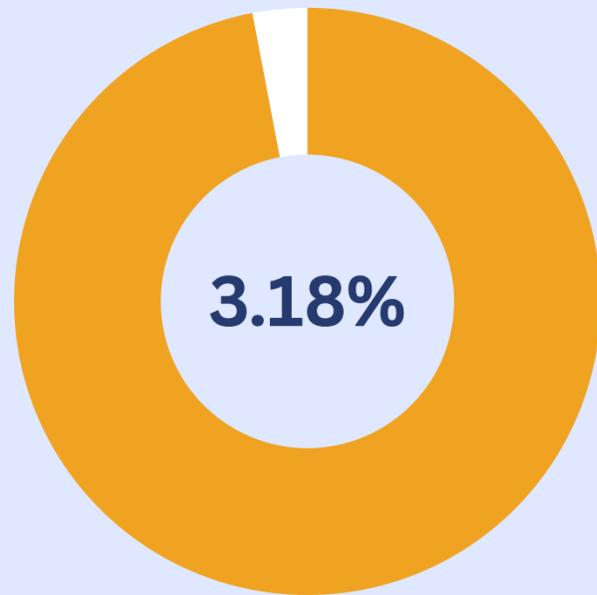


Our Gender Pay Ga__p Results



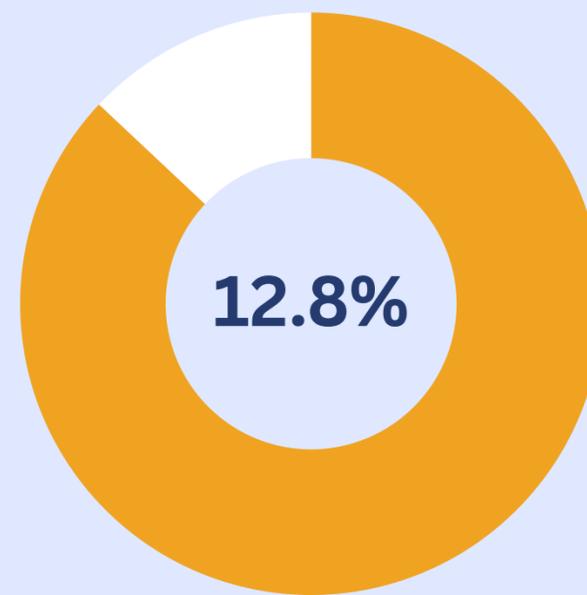
Church & Dwight's median (middle) gender pay gap

This means that the C&D female pay mid-point is 8.85% 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 £1.03.



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 -8.85% compares very favourably to the UK's 12.8%

Snapshot of our UK Workforce

5th April 2025
Total = 451



247
55%

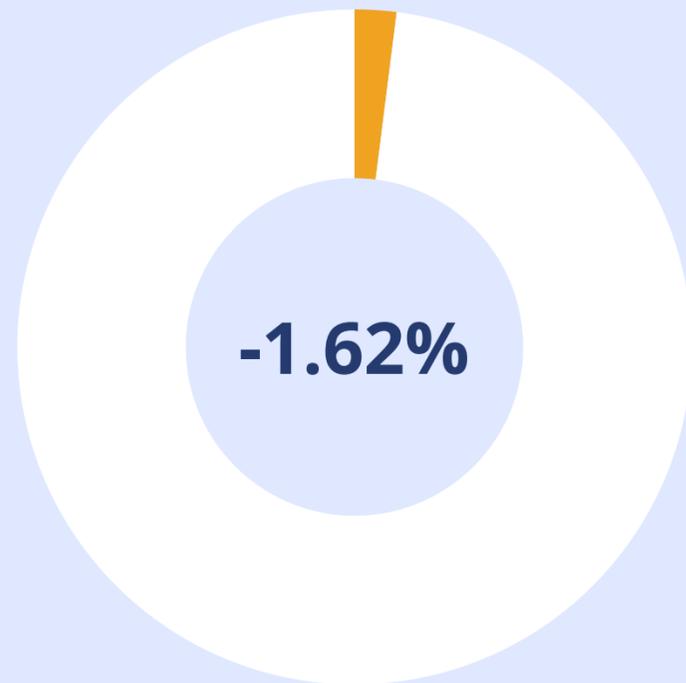


204
45%

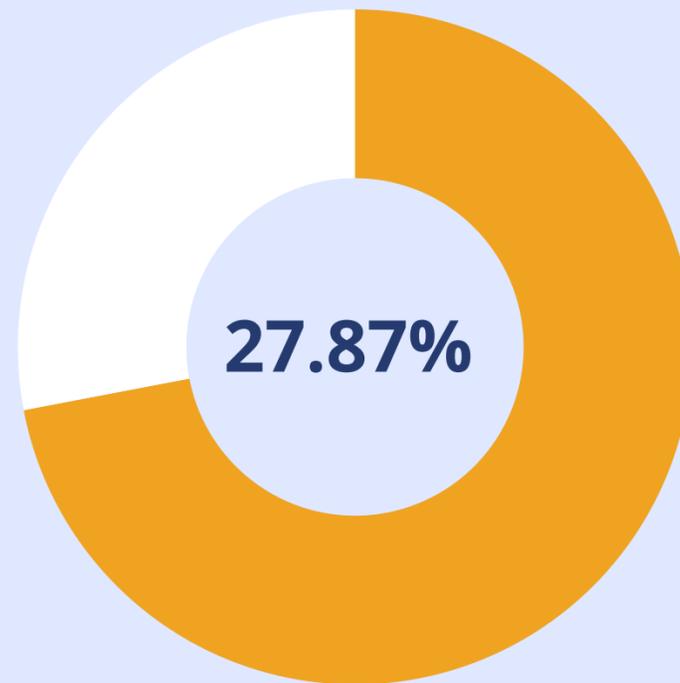
*Office for National Statistics 2025 Gender Pay Gap



Our Bonus Gender Pay Gap Results



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



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

Employees Receiving Bonus



91.90%

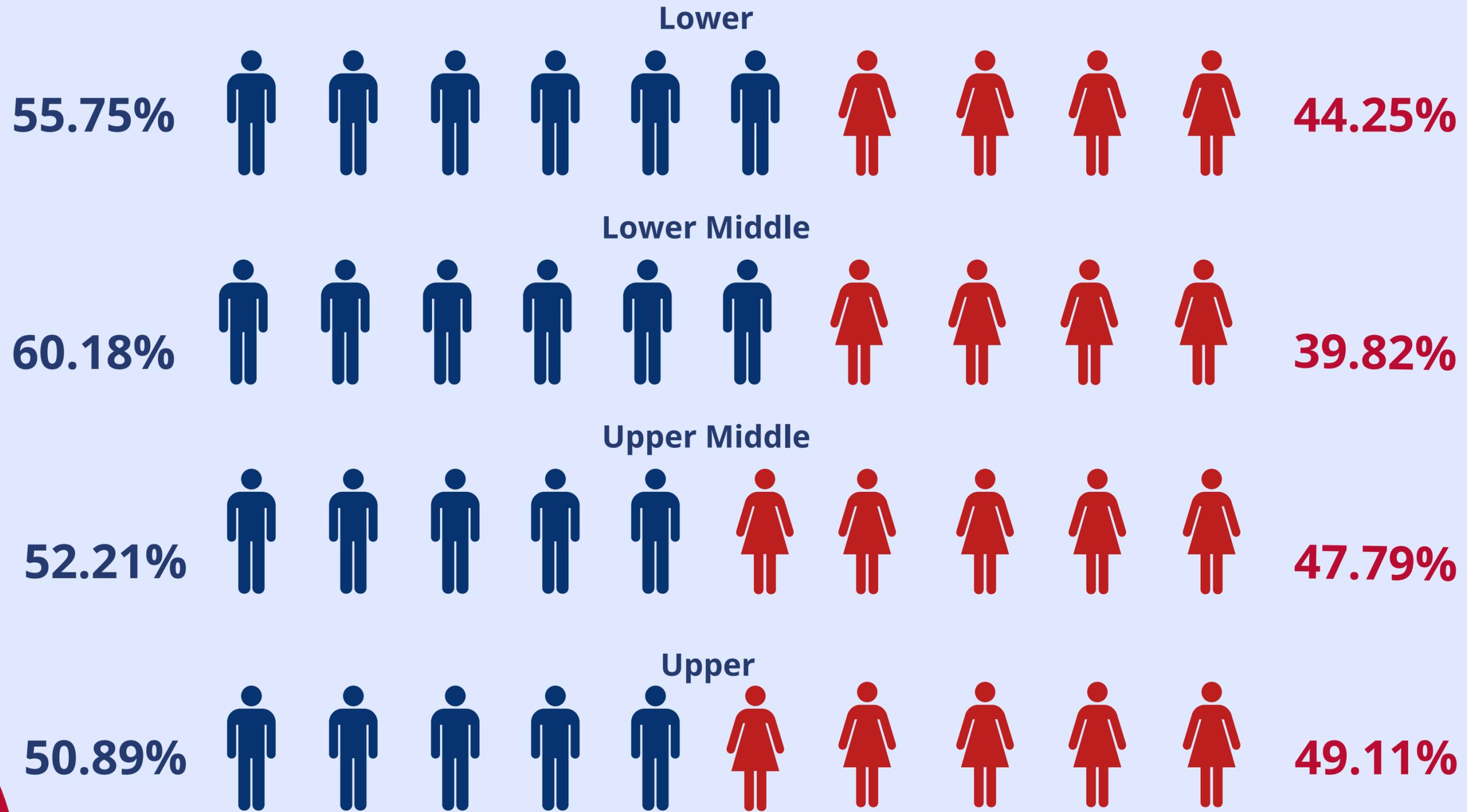


94.61%

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 continued improvement in some of our gender pay metrics when comparing our April 2025 data to 2024. Highlights include our mean Gender Pay Gap remains low at 3.18%.

We believe these improvements are a reflection of our focus on continuously reviewing our salary structures. We introduced a new pay grade structure 2 years ago which is continuing to support fairness across gender and other characteristics.

Our median Bonus Gender Pay Gap reduced from 5.6% in 2024 to -1.62% in 2025.

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



Menopause

We continue to strengthen our commitment to equality. An example being that we introduced a dedicated **Menopause Policy** that ensures colleagues receive understanding, flexibility, and the support they need to thrive. Our Menopause Policy forms an important part of our wider efforts to close the gender pay gap and create a workplace where everyone can thrive.



Our Diversity & Inclusion

Globally for Church & Dwight, Diversity and Inclusion (D&I) has continued to be 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