

# Church & Dwight UK: Gender Pay Report 2019



Church & Dwight UK Ltd manufacture personal care products at our Folkestone, Kent, manufacturing site. We sell both to major UK retailers and worldwide.

## OUR GENDER PAY GAP RESULTS

Church & Dwight UK's Median (middle) Gender Pay Gap

16.05%

Church & Dwight UK's Mean Gender Pay Gap

16.02%

This compares favourably to the UK median Gender Pay Gap\*

17.3%

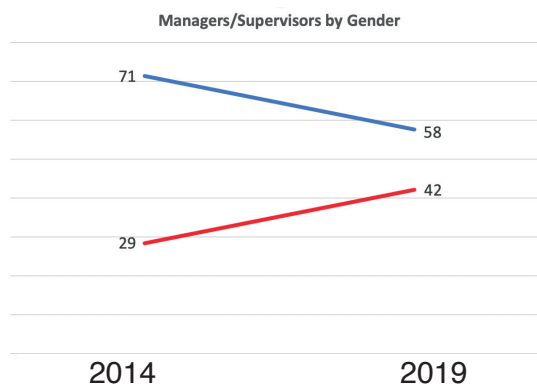
\*Office for National Statistics 2019 estimated gender pay gap.

## A SNAPSHOT OF OUR UK WORKFORCE ON 1ST APRIL 2018

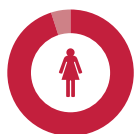
Our workforce has changed significantly in the 2 years since our first Gender Pay Report in April 2017. However, we have continued to improve our proportion of female Managers/Supervisors.

Since Spring 2018 we have completed two Management training programmes with almost 60% of participants being female. Our next phase is a programme preparing employees for their first management role and anticipate 66% of the participants will be female.

 **182**  **154**



## OUR BONUS GENDER PAY GAP



90%



85.94%

Proportion of employees receiving a bonus

Our Median (middle) Bonus Gender Pay Gap

17.8%

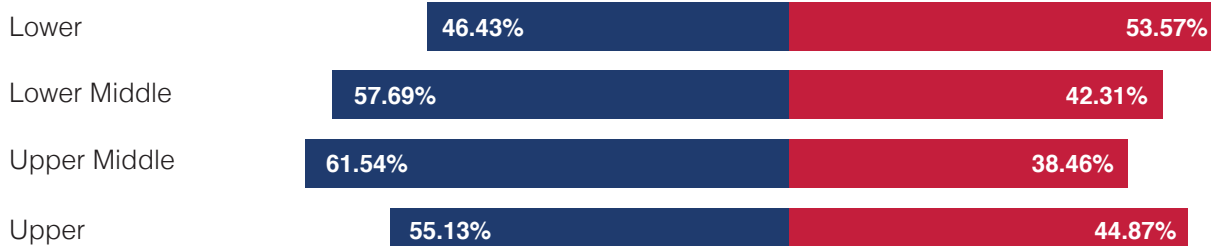
Our Mean (average) Bonus Gender Pay Gap

43.09%

At Church & Dwight UK all employees are enrolled onto a Bonus scheme. The small percentage that did not receive a bonus either joined or left the company during the year.

The significantly higher mean (average) bonus gender pay gap is due to a higher number of men in our Senior Leadership Team.

## PERCENTAGE OF MALE AND FEMALE EMPLOYEES IN EACH QUARTILE



## Our Gender Pay Journey

Church & Dwight UK's Median Gender Pay Gap is below the UK's Median Pay Gap. However, we recognise that we can still improve and will continue to ensure fairness and quality in our employee compensation and reward.

## Cultural Journey

We actively encourage employee participation at all levels by fostering a culture of empowerment and driving engagement. We believe that there are other steps that we can take to address the Gender Pay Gap and will continue to explore initiatives to achieve this.

I confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

*Sarah Sayers*

Sarah Sayers, European HR Director

