

CLOSING THE GAP



CHURCH & DWIGHT UK
GENDER PAY GA P 2024



Church & Dwight UK Ltd manufacture personal care products at our Folkestone, Kent site, and have at total of 5 locations in the UK. We sell both to major UK retailers and worldwide.



OUR GENDER PAY GAP RESULTS

*Office for National Statistics 2023 gender pay gap.

CHURCH & DWIGHT UK
GENDER PAY GAP 2024



Church & Dwights
median (middle)
gender pay gap



Church & Dwights
mean gender
pay gap



This compares
favourably with to the UK
median gender pay gap*

A SNAPSHOT
OF OUR UK
WORKFORCE
5TH APRIL 2023



234

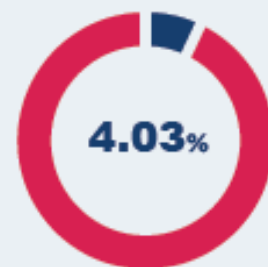


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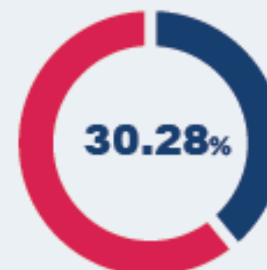


OUR BONUS GENDER PAY GAP

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.



Church & Dwights
median (middle)
gender pay gap



Church & Dwights
mean gender
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EMPLOYEES RECEIVING A BONUS

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

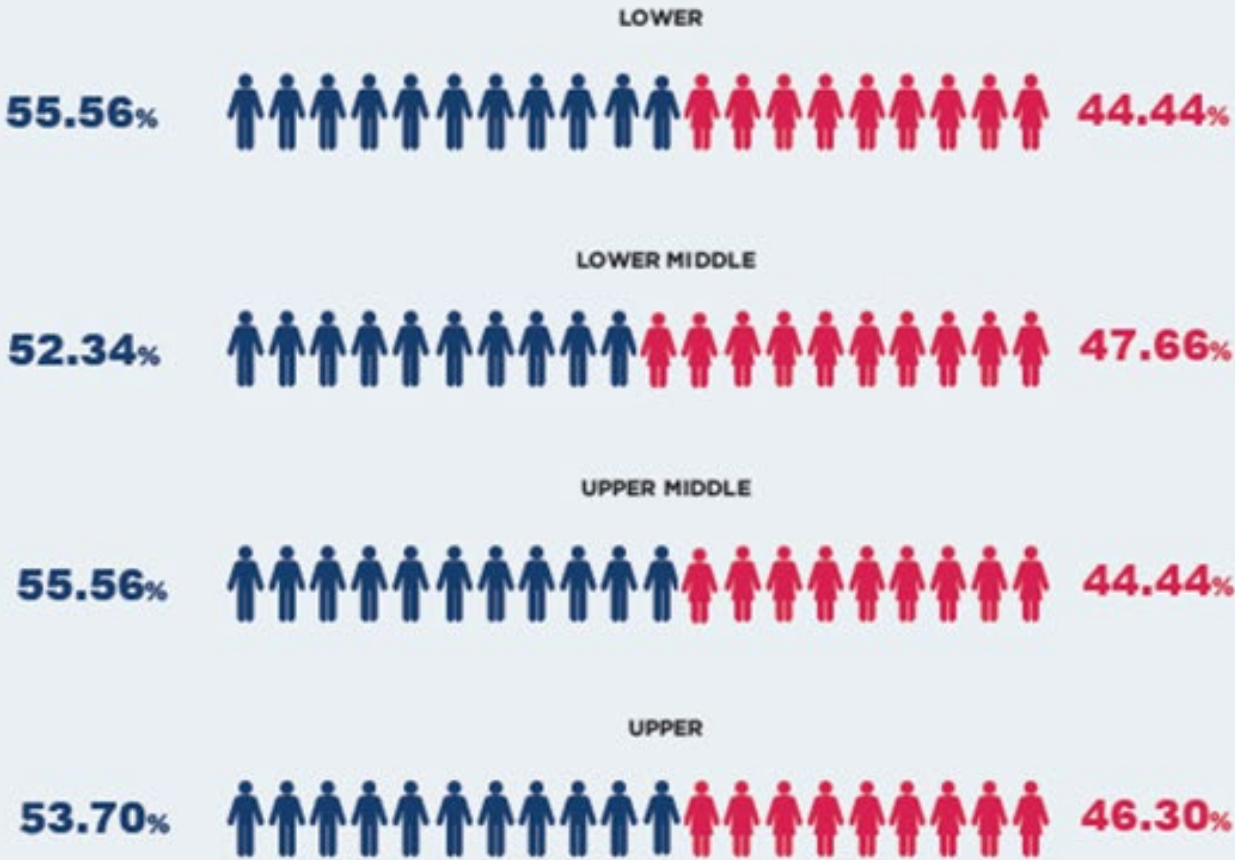


83.76%



90.86%

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.

We have seen a significant reduction in all of the gender pay metrics when comparing our April 2023 data to April 2022. Highlights include our Mean Gender Pay which has reduced from 13.83% to 9.37%, and our Median Bonus Pay Gap which fell from 5.39% to 0.44%.

We believe these significant improvements are a reflection of our focus on continuously reviewing our salary structures to ensure they are fair and consistent in terms of both gender and other characteristics and encouraging applications from all genders in our recruitment process.

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



OUR DIVERSITY AND 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 D&I champions at all levels, who have been trained to lead on various initiatives and raise the profile of key events and topics. Our Senior Management team have led on Courageous Conversations with their teams around key topics, and we've rolled out various training courses to our management team, including Unconscious Bias.



GAP

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