



Gender Pay Report Humdinger 2023

5 April 2023

Humdinger®

Welcome to our Gender Pay Gap Report



All large UK companies employing 250 people, or more are required to report the following gender pay gap figures:

- Gender pay gap (mean and median figures).
- Gender bonus gap (mean and median figures).
- Proportion of men and women in each quartile of the organisation's pay structure.
- Proportion of men and women receiving bonuses.
- Executive pay ratio reporting - as at the snapshot date Humdinger did not employ a CEO

Humdinger consists of 3 manufacturing sites across the UK and is a part of the Zertus UK&I Snacking and Chocolate Market Unit. Whilst Humdinger currently employs less than 250 employees, we recognise the importance of being transparent about the gender pay gap and, by reporting it, progress will be made in bridging the pay gap that exists in the UK today. We fully recognise our obligations to promote gender equality and we strive to achieve fairness and equality in the workplace.

Among all employees, the UK gender pay gap decreased to 14.3% in 2023, from 14.4% in 2022, and 17.4% in 2019.

This is our seventh year of reporting, and we continue to make progress to change our gender pay differentials. We believe in gender neutral remuneration.

In 2023, we continued to focus on harmonising the pay of comparable roles within parts of the factory-based teams with a transparent, gender-neutral grading system.

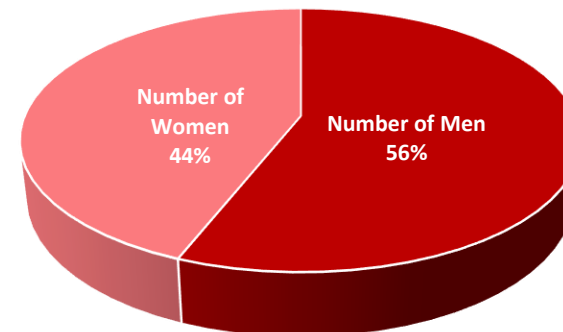
There are currently more men than women working across the business in both salaried and factory-based roles. We continue to focus on maintaining a balanced split of males and females within the business and providing opportunities that promote gender parity.

Our commitment to diversity continues to demonstrate gender pay gap figures which are significantly lower than the published National Average.

We continue to deliver our people strategy that is focusing on recruitment, development and reward & recognition for all colleagues, regardless of gender.

Our data illustrates our mean and median overall gender pay gap, as at the snapshot data of 5th April 2023.

Overall Gender Mix



Understanding Our Data 2023

Our data illustrates our mean and median overall gender pay gap, as at the snapshot data of 5th April 2023.



The Data	2017	2018	2019	2020	2021	2022	2023
Difference in Mean Pay	24.6%	27.6%	12.4%	18.4%	16.2%	12.8%	13.4%
Difference in Median Pay	9.2%	11.8%	8.9%	2.7%	5.4%	6.3%	6.7%

Our mean gender pay gap is 13.4% and has increased by 0.6% v 2022.

Our mean gender pay gap is 0.9% below the national average.

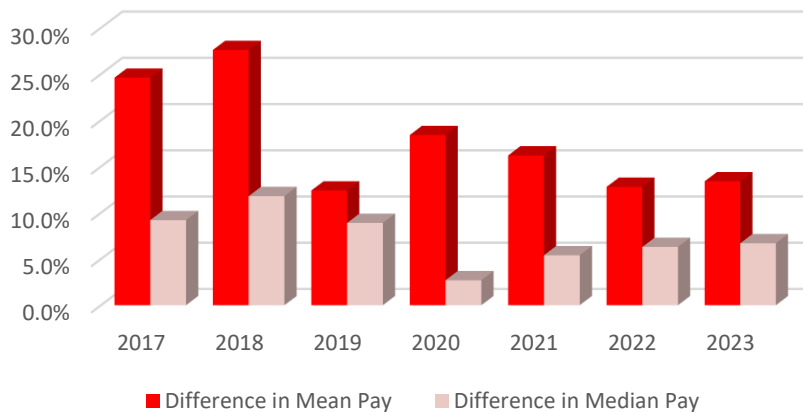
Our median pay gap is 6.7% and has increased by 0.4% v 2022.

The executive team employed by Humdinger consists of 1 male.

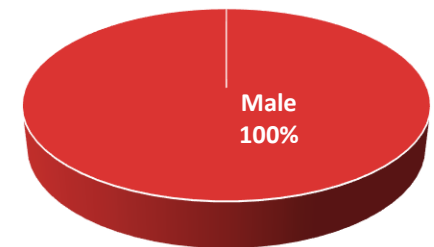
During 2020 the business moved to a group executive leadership team. In 2023 this team consisted of 44% female and 56% male however is not represented in the Humdinger data.

It is also important to note several employees operate across a group function with Kinnerton Confectionery and Lir Chocolates.

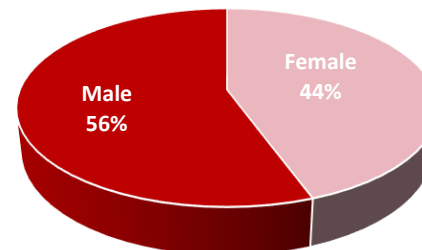
Mean/Median Difference



Humdinger Exec Team



Group Executive Team



Understanding Our Bonus Payments 2023



Gender % of colleagues who received a bonus:



Difference in Bonus Pay - Mean:	39.4%
Difference in Bonus Pay - Median:	58%

There is a difference of 3.6% between male and females paid a bonus in 2023.

The % of the workforce who received a bonus in 2023 was 8.3%.

The data demonstrates the average bonus payment for males was 39.4% higher than females. The median bonus payment for males was 58% more than females.

Our Data as of 5 April 2023

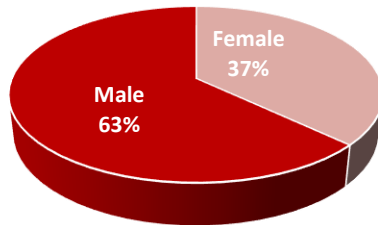


Quartile Distribution

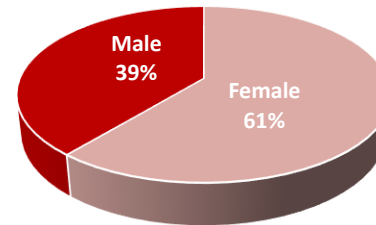
We aspire to a gender balanced workforce. The overall gender mix of our business is **56%** Male and **44%** Female. When understanding this report, it is useful to understand the split between our Salaried and Factory Workforce:

The Data	Male	Female	Total Employees
Salaried/Professional/Executive	39%	61%	84
Factory Based Teams	63%	37%	176

Factory Roles (Hourly)



Professional Roles (Salary)



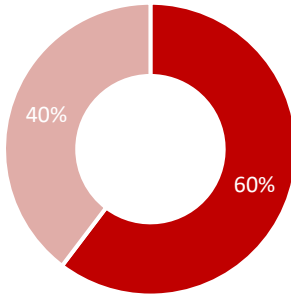
We have a well-established and open approach to flexible working that does not hinder female employees in their career or personal development. During 2023, we continued to provide flexible working opportunities/enhanced maternity/shared parental and paternity leave to help our employees return to work/continue their careers with us. 6.5% of our workforce currently work under an agreed flexible work agreement (reduced hours). 4.9% are females and 1.5% are male.

Quartile Bands 2023



Upper (75 - 100%)

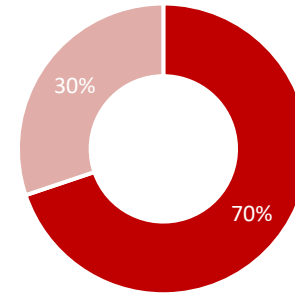
■ Men% ■ Women%



The number of women in the upper quartile has decreased by 4%

Upper middle (50 - 75%)

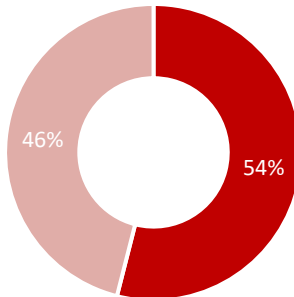
■ Men% ■ Women%



The number of Women in the upper middle quartile has decreased by 7%.

Lower middle (25 - 50%)

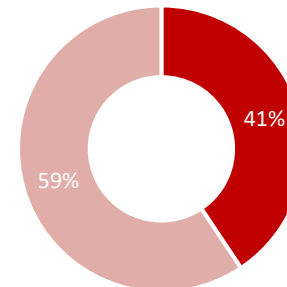
■ Men% ■ Women%



The number of women in the lower middle quartile has decreased by 9%.

Lower (0 - 25%)

■ Men% ■ Women%



The number of women in the lower quartile has decreased by 1%.

Future Initiatives and Commitment



- We are committed to attracting and retaining talent for our business and ensuring that gender is never a factor in decision making.
- We promote internal recruitment to all our colleagues by sharing the opportunities available within the business to progress and diversify where applicable.
- We will assess candidate suitability equally for roles and how they are scored to ensure fairness across candidates irrelevant of gender. We are committed to using the Government issued guidance 'Reducing the gender pay gap and improving gender equality in organisations: Evidence-based actions for employers', when recruiting, shortlisting and promoting colleagues.
- We are committed to the equality, diversity & inclusion within the workplace and promote this within our workforce through training and raising awareness.
- We remain committed to regularly reviewing and benchmarking our pay rates against local job markets. Ensuring that all colleagues receive the right remuneration for their role, skills and experience, regardless of gender.
- We will review and evolve our reward & recognition schemes to ensure that performance is rewarded for all deserving colleagues.
- We are committed to achieving a work environment that enables all employees to achieve their full potential.
- We are committed to improving workplace flexibility for all employees including hybrid working where possible
- Through our newly integrated values, which include 'Courageous' and 'Respectful' we recognise that our ethical compass will compel us to do the right thing for ourself, the team and the business to which we will continue to endorse.
- We are committed to making Humdinger a great place to work for all colleagues.
- I can confirm that this data is accurate.

A handwritten signature in black ink, appearing to read "P. Tripp", is positioned above the name and title of the signatory.

Paul Tripp
CEO UK&I