



## Gender Pay Report Humdinger

5 April 2025



# 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 three manufacturing sites and one office location across the UK and is a part of the Zertus UK&I Snacking and Chocolate Market Unit. 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 12.8% down from 13.1% in 2024, 14.3% in 2023, 14.4% in 2022, and 17.4% in 2019.

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

In 2025, 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.

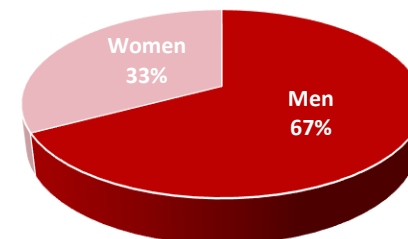
There are currently more men than women working across the business in both salaried and factory-based roles. We continue to focus on maintaining a balanced split of males and females within the business and providing opportunities that promote gender parity.

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 2025.

Overall Gender Mix



# Understanding Our Data 2025

Our data illustrates our mean and median overall gender pay gap, as at the snapshot data of 5<sup>th</sup> April 2025.



	2017	2018	2019	2020	2021	2022	2023	2024	2025
Difference in Mean Pay	24.6%	27.6%	12.4%	18.4%	16.2%	12.8%	13.4%	-1.9%	-9.6%
Difference in Median Pay	9.2%	11.8%	8.9%	2.7%	5.4%	6.3%	6.7%	0.1%	0.0%

Our mean gender pay gap is -9.6% and has decreased by 7.7% v 2024. The negative pay gap reflects that women are paid more than men within Humdinger.

Our median pay gap is 0% and has decreased by 0.1% v 2024.

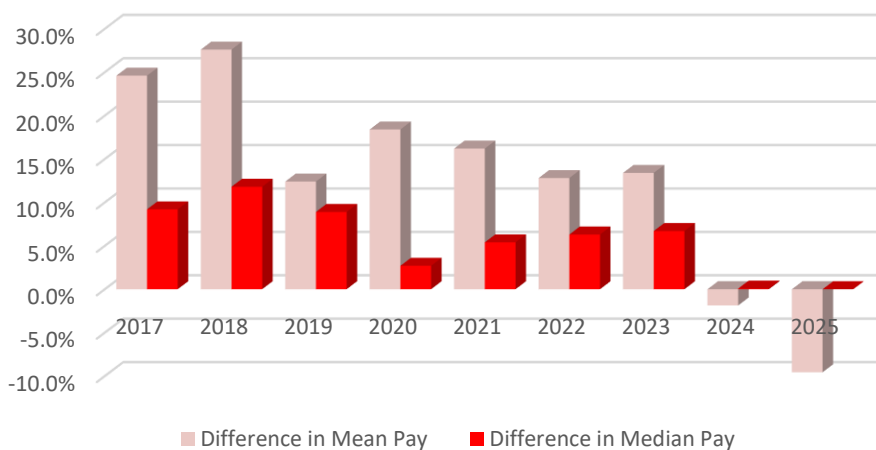
During 2020 the business moved to a Group Executive Leadership Team covering Humdinger Ltd, Kinnerton Confectionery and Lir Chocolates.

In 2025 this Group Executive Leadership Team consisted of 9 individuals, 44% female and 56% male. This total is not represented in the Humdinger data.

67% of the executive team are employed by Humdinger Ltd consisting of 50% male and 50% female. This 67% are reflected in this data

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

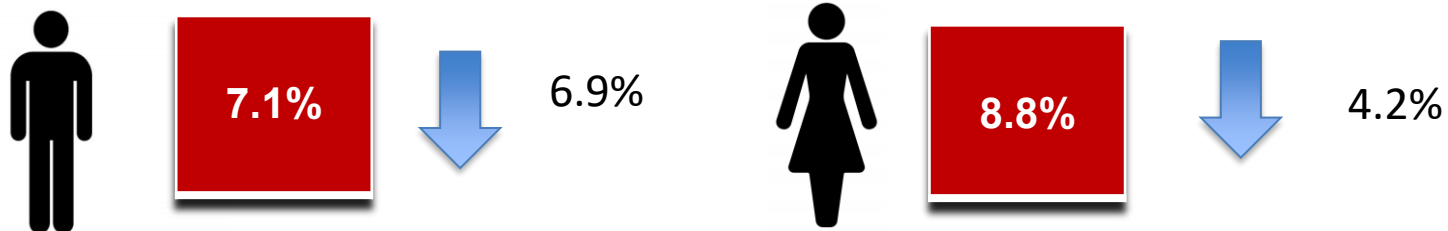
Mean/Median Difference



# Understanding Our Bonus Payments 2025



**Gender % of colleagues who received a bonus:**



<b>Difference in Bonus Pay - Mean:</b>	<b>-389.2%</b>
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<b>Difference in Bonus Pay - Median:</b>	<b>12.7%</b>
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1.7% more females than males received a bonus in 2025.

The % of the workforce who received a bonus in 2025 was 7.7%.

The data demonstrates the average bonus payment for females was 389.2% higher than males.

The median bonus payment for males was 12.7% more than females.

# Our Data as of 5 April 2025

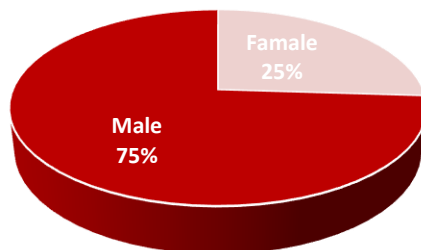


## Quartile Distribution

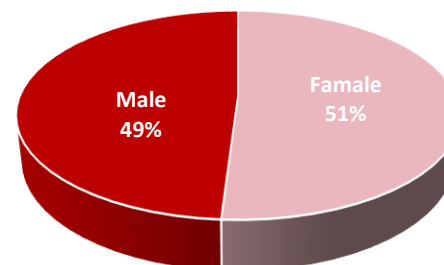
We aspire to a gender balanced workforce. The overall gender mix of our business is **67% Male** and **33% Female**. When understanding this report, it is useful to understand the split between our Salaried and Factory Workforce:

The Data	Male	Female	Total Employees
Salaried/Professional/Executive	49%	51%	148
Factory Based Teams	75%	25%	374

Factory Roles (Hourly)



Professional Roles (Salary)



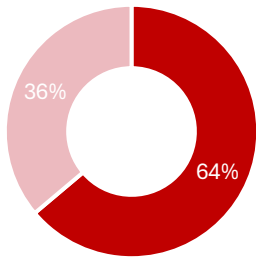
We have a well-established and open approach to flexible working that does not hinder female employees in their career or personal development. During 2025, we provide flexible working opportunities/enhanced maternity/shared parental/paternity leave/carers leave/fertility leave to help our employees with work life balance, returning to work and/or continuing their successful careers with us. 2.7% of our workforce currently work under an agreed flexible work agreement (reduced hours/compressed hours). 2.5% are females and 0.2% are male.

# Quartile Bands 2025



## Upper (75 - 100%)

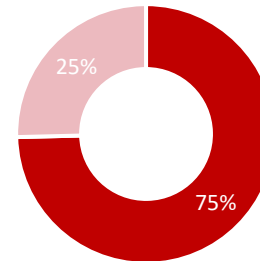
■ Men % ■ Women %



The number of women in the upper quartile has increased by 1%

## Upper middle (50 - 75%)

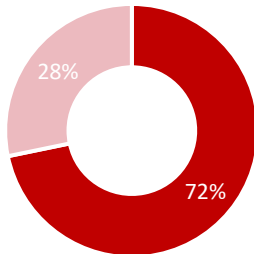
■ Men % ■ Women %



The number of Women in the upper middle quartile has decreased by 11%.

## Lower middle (25 - 50%)

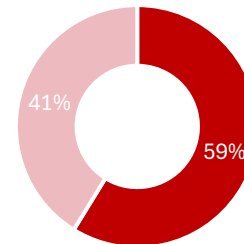
■ Men % ■ Women %



The number of women in the lower middle quartile has increased by 11%.

## Lower (0 - 25%)

■ Men % ■ Women %



The number of women in the lower quartile has decreased by 15%.

# Future Initiatives and Commitment



- We are pleased that the gender pay gap at Humdinger is -9.6% demonstrating that female employees are paid 9.6% more than male employees in our business. We remain committed to equality, diversity & inclusion within the workplace and promote this within our workforce whilst attracting and retaining talent ensuring gender is never a factor in decision making.

- We are committed to our aspiration

***‘to create a positive and inclusive culture that embraces diversity and supports every individual's background, identity, and experience’***

- I and the board are committed to continuing to make Humdinger a great place to work for all colleagues.

**Jane Berry**  
**CEO UK&I**



## Diversity & Inclusion at Zertus UKI

**Aspiration** to create a positive and inclusive culture that embraces diversity and supports every individual's background, identity, and experience

### Attract

Build a workforce that reflects the diversity of the communities we serve



- Increase female applications and hires in underrepresented roles and from diverse backgrounds
- Use inclusive language in job descriptions and remove bias from screening criteria
- Train hiring managers on unconscious bias
- Promote inclusive employer branding to showcase diversity in marketing and careers pages
- Expand sourcing channels to diversity focused job boards
- Include salary transparency in adverts
- Remove restrictive or unnecessary qualifications from job descriptions
- Promote inclusive benefits and flexible working options
- Commit to the Social Recruitment Covenant

### Develop

Equip our people with the tools to foster inclusion and equity



- Female mentorship programme
- EDI training for all employees
- Inclusive leadership into LDP
- Unconscious bias training for leaders
- Equity in promotions, pay, and development opportunities
- Pay transparency models
- Promote internal opportunities for all
- Enable inclusive development through apprenticeships to all employees

### Engage

Create a workplace culture where everyone feels heard, valued, and included



- Menopause 'Time to Pause' Programme
- Engagement calendar of inclusion activity to promote belonging
- Wellbeing education
- Promote leadership listening opportunities
- Involve employees in allyship by shaping D&I initiatives through focus groups and BIG reps
- Promote inclusive language across internal and external communications
- Acknowledge employees who champion D&I through awards, shout-outs, or incentives
- Showcase internal successes to lead the way for others
- Attend and contribute to Women in Manufacturing events
- Explore reasonable adjustments to support employees

### Retain

Maintain a supportive environment that nurtures long-term belonging and growth



- Ensure psychological safety through clear anti-discrimination policies and reporting mechanisms
- Supportive family friendly policies
- Pulse surveys and inclusion indices to check against progress and adjust where required
- Complete and share Gender Pay Reporting with action plans
- Engage with retailers on D&I initiatives
- Tie D&I outcomes to executive performance goals

**Measuring** through data led metrics across all activities, roles and levels for existing employees and within the recruitment process for candidates.

**Monitoring** through engagement activities, initiatives, surveys and daily practices.

**Reporting** progress to leadership, employee's, retailers and regulatory bodies.