

# Church & Dwight UK: Gender Pay Report 2017



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

3.75%

Church & Dwight UK's Mean (average) Gender Pay Gap

7.76%

This compared very favourably to the UK median Gender Pay Gap\*

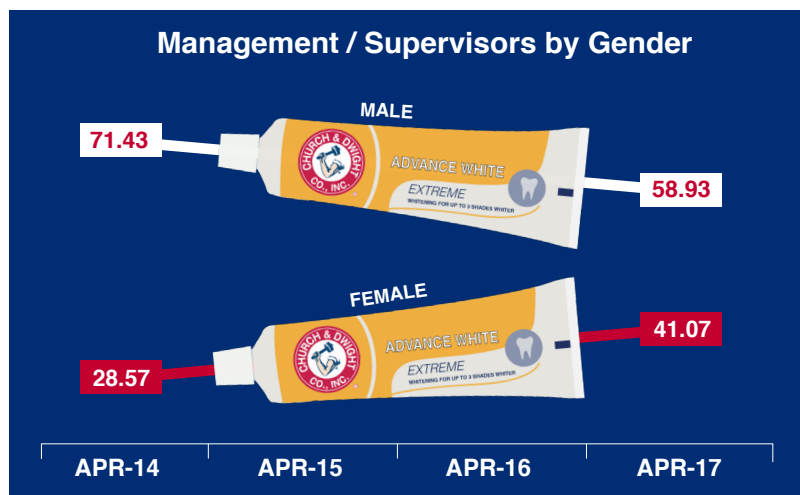
18.4%

\*Office for National Statistics

## A SNAPSHOT OF OUR UK WORKFORCE ON 1ST APRIL 2017

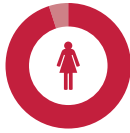
As you can see from this graph, we have significantly increased our female Managers / Supervisors in the three years from April 2014 to April 2017.

 **142**  
 **123**





### OUR BONUS GENDER PAY GAP



95.12%



95.07%

Proportion of employees receiving a bonus

Our Median (middle) Bonus Gender Pay Gap

5.91%

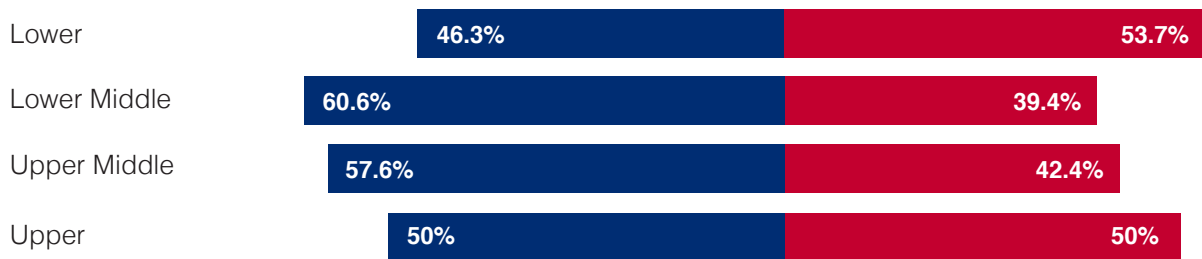
Our Mean (average) Bonus Gender Pay Gap

33.3%

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 and were therefore not employed on the nominated date.

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 significantly below the UK's Median Pay Gap. However, we recognise that we can still improve and will continue to ensure fairness and equality 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.

SIGNATURE: *Sarah Sayers*

NAME, JOB TITLE: Sarah Sayers, European HR Director

