

OUR GENDER PAY GAP REPORT 2025

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we are committed to transparency and accountability in our gender pay reporting.

As a responsible employer, we publish our gender pay gap information on both our website and the designated government website at www.gov.uk/genderpaygap



2025 SUMMARY

This year's results show encouraging progress, with improvements in both our mean and median gender pay gap. While the figures capture a snapshot at a particular point in time, they also help us understand the shape of our workforce and where we need to keep focusing our efforts.

Women play an important role across every part of our business, and our pay quartile data continues to show strong female representation across the organisation. We are particularly encouraged by the progress we have seen in the upper middle quartile, alongside continued stability in the upper quartile. This matters because improving balance across different levels of the business is an important part of creating a workplace where everyone can thrive.

We have also seen an improvement in our bonus pay gap figures this year. At the same time, the number of colleagues receiving a bonus was much lower than in the previous reporting period, which can have a greater impact on the overall results. We will continue to keep this under review as part of our wider approach to fairness, reward and recognition.

For us, this is about more than reporting figures. It is about making sure women feel supported at every stage of their working lives and are able to build long-term careers with us. Supporting women to join, stay and progress in our business remains an important part of how we approach inclusion.

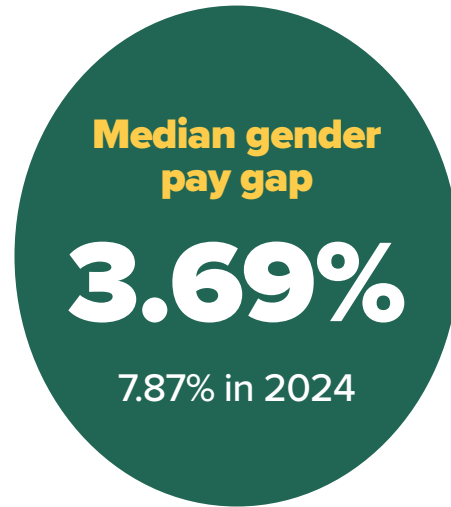
That means continuing to create a working environment where women feel respected, valued and able to be themselves. We provide dignity at work training to help build a culture where everyone is treated fairly and with respect. We also continue to educate colleagues and managers about menopause, helping to build understanding and support around an issue that can have a real impact on women's experiences at work.

We know that flexibility matters too. For many roles across our business, hybrid working is available, helping colleagues balance work with other responsibilities and better manage different stages of life and career.

We are pleased with the progress reflected in this year's results, but we know there is more to do. We will continue to review our data, listen to colleagues and take practical steps to support fairness, inclusion and opportunity for women across our business.

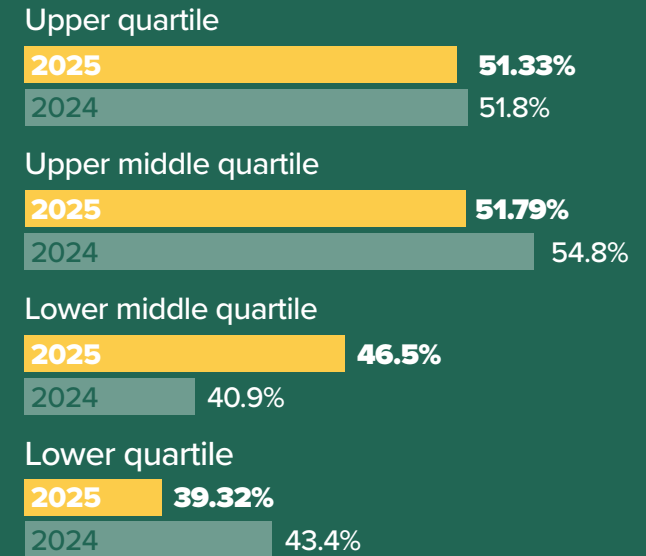
SEE OUR 2025 DATA >>

OUR DATA 2025

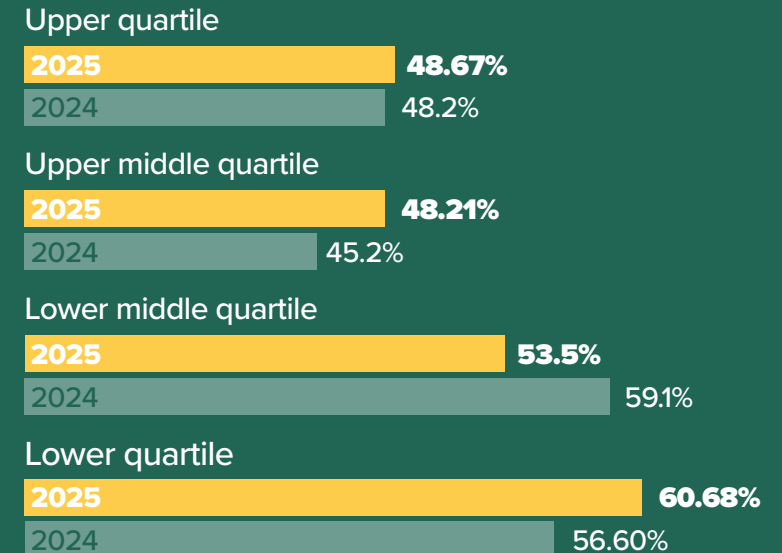


	2025	2024
Mean bonus gender pay gap	52.99%	76.82%
Median bonus gender pay gap	9.70%	41.07%
% of males receiving a bonus	3.26%	37%
% of females receiving a bonus	0.41%	36.13%

% of males in each pay quartile



% of females in each pay quartile



WE ARE PROUD...

of our progress in promoting gender equality and we're committed to continue improving.

OUR AIM...

is to create a workplace where everyone feels valued and gets rewarded fairly. We believe that a sweet workplace is one where everyone can enjoy the benefits equally.



As Group Head of HR for World of Sweets (Hancocks) Ltd, I can confirm that the information in our Gender Pay Gap statement is accurate.

Jo Dack
Group Head of HR

**WORLD
of
SWEETS**
PARTNERS IN
Sweet SUCCESS