

GENDER PAY GAP
Mowi Scotland Limited
2019-20 Report

As part of the Equality Act 2010, all UK companies employing 250 people or more are required to report on their gender pay gap statistics each year. The gender pay gap is the difference in the average pay and bonuses of all men and women across an organisation. This is different from Equal Pay, which focuses on whether men and women are paid the same for carrying out the same or similar jobs.

The results allow us to assess:

- The levels of gender equality in the workplace;
- The balance of male and female employees at different levels;
- How effectively talent is being maximised and rewarded.

It is important to remember as well however that the statistics are inevitably influenced by a number of external and internal factors, and do not account for (among other things) length-of-service, position, role or location. They should therefore be treated with a degree of caution.

We are confident that we have equal pay for work of equal value, rewarding our colleagues for the role not their gender; and that our approach to recruitment, engagement, development and reward helps us to move towards closing the gap in the future. In order that a true like-for-like comparison could be made against last years figures we recalibrated so that casual workers did not have a disproportionate impact. Over the past year we launched our I am Mowi recruitment campaign which was designed to highlight that traditionally male dominated job roles can be carried out by females. As a result of this campaign, we have seen an increase in the total number of female applicants. We have also coached our line managers to create a heightened awareness of unconscious biases.

| | 2019/2020 | | 2018/2019 | |
|------------------|----------------|--------------------|----------------|--------------------|
| | Mean (average) | Median (mid point) | Mean (average) | Median (mid point) |
| Gender Pay Gap | 0.48% | -0.33% | 1.11% | -0.44% |
| Gender Bonus Gap | 4.23% | 5.06% | -4.58% | 0.33% |

| Proportion of males and females receiving a bonus | Males | Females | Males | Females |
|---|-------|---------|--------|---------|
| | | 59.49% | 75.47% | 74.59% |

| Pay Quartile | Males | Females | Males | Females |
|-----------------------|----------------|---------|--------|---------|
| | Lower Quartile | 84.50% | 15.50% | 86.50% |
| Lower Middle Quartile | 91.96% | 8.04% | 90.12% | 9.88% |
| Upper Middle Quartile | 87.94% | 12.06% | 88.89% | 11.11% |
| Upper Quartile | 87.00% | 13.00% | 86.42% | 13.58% |

This year, women earn £1 for every £1 that men earn when comparing median hourly wages. Their median hourly wage is 0.33% higher than the male equivalent. The mean hourly wage for women is 0.48% lower than that of our male colleagues, a decrease from 1.11% last year. These improvements have been borne out of continuous development of our recruitment practices

At Mowi Scotland, women earn 95p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 5.06% lower than men's. When comparing the mean bonus pay, women's mean bonus pay is 4.23% lower than the male equivalent. When compared to last year, there was a reduction in the proportion of both male and female colleagues receiving a bonus. This is aligned to the growth cycle of salmon, which means some years have more bonuses paid out than others

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. This year we see that women occupy 13% of the highest paid jobs and 15.5% of the lowest paid jobs. This is a minor decline at the upper quartile, down from 13.58% last year and a slight increase at the lower quartile from 13.5%. At the lower end, we have seen an increase in the number of women employed into junior positions across the business this year. The figures highlight that we operate in an industry with a typically higher proportion of males across all bandings and we are continuing to strive towards parity.

Our policy and aim is to base employment, recognition, reward and career development opportunities on the basis of job qualifications (eg education, prior experience) and merit, in order to maintain consistency and fairness regardless of gender. We recognise that there are always opportunities to improve our people strategies however; and so we welcome the transparency and focus this reporting brings as it supports us on our journey to become an employer of choice.

I can confirm that the data contained in this report is accurate.

Ben Hadfield, Managing Director – COO Farming – Scotland & Ireland
Atle Kvist, COO Feed