

GENDER PAY GAP
Mowi Consumer Products UK 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. 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 positive movement in the figures detailed below. We have also developed an unconscious biases training programme to be rolled out.

	2019/2020		2018/2019	
	Mean (average)	Median (mid point)	Mean (average)	Median (mid point)
Gender Pay Gap	0	0	4.7%	-1.6%
Gender Bonus Gap	-0.54	0	5.6%	0%

Proportion of males and females receiving a bonus	Males	Females	Males	Females
		84%	78%	88.6%

Pay Quartile	Males	Females	Males	Females
	Upper Quartile	63.56%	36.44%	71.7%
Upper Middle Quartile	67.8%	32.2%	55.8%	44.2%
Lower Middle Quartile	62.18%	37.82%	75%	25%
Lower Quartile	72.88%	27.12%	71.7%	28.3%

When comparing mean hourly wages our female mean earns 4p per more than our mean male, which results in a gender pay gap of -0.0036, which is 0 rounding to 2 decimal places. This is a significant improvement on last year and we believe we have closed this gap by having had a steadier recruitment pace at our entry level positions, but also increased number of females in both the upper quartile and lower middle quartile, which has seen more females employed in skilled and management roles.

There has been a reduction in the number of staff receiving bonuses, but this is a reflection on the timing of the bonus payment and new starts.

Women occupy more upper quartile roles (>8%) than last year, which is a positive indicator that women are being promoted into more senior roles, but has also been achieved by engaging more externally (schools, colleges, universities and other recruitment events) and therefore we have reached a previously untapped audience. This can also be explained by our One Mowi employer branding programme which shows that there is a role in Mowi for all and also shows some of our most inspirational females.

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.

Bertil Buysse, Managing Director