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Mowi Ireland Gender Pay Gap Report

2024

Introduction

The Gender Pay Gap Information Act 2021 introduced the legislative basis for gender pay gap reporting in Ireland. The Act requires organisations with at least 250 Ireland based employees to analyse and report on their hourly gender pay gap across a range of metrics, since 2022.

This report is Mowi Ireland's third gender pay gap report, using the June 2024 reference period.

Note that a **pay gap** is different to **pay equity**.

- Pay equity or equal pay is based on a statistical analysis that compares employees performing similar work and their compensation, i.e., comparable pay for comparable work.
- The pay gap is a raw comparison of pay without consideration of the factors that typically impact pay.

Fully integrated value chain

From roe to plate – Mowi Ireland staff are employed in breeding, farming operations, harvesting, processing, sales and marketing activities.

Breeding

Smolt

Farming

Harvesting

Processing

Sales & Consumer

What is considered in the Gender Pay gap assessment?

- Mean hourly remuneration gap
- Median hourly remuneration gap
- Mean bonus remuneration gap
- Median bonus remuneration gap
- Mean hourly remuneration gap of part-time employees
- Median hourly remuneration gap of part-time employees
- Mean hourly remuneration gap of temporary contract employees
- Median hourly remuneration gap of temporary contract employees
- % of male employees who were paid bonus remuneration & % of female employees who were paid bonus remuneration
- % of male employees who received benefits in kind & % of female employees who received benefits in kind
- Percentage of males and females when divided into four quartiles ordered from lowest to highest pay
- Lower remuneration quartile pay band
- Lower middle remuneration quartile pay band
- Upper middle remuneration quartile pay band
- Upper remuneration quartile pay band

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What is Median and Mean Pay?

Median Pay:

- The median is the middle number in a ranking of pay from lowest to highest.
- This calculation is completed separately for males and females with the difference expressed as a percentage of the males' median. For example, a median of 15% shows that females are paid 15% less than males when comparing the respective gender mid-points.

Mean Pay:

- The mean is calculated by adding up the total pay of employees and dividing by the total number of employees.
- This calculation is completed separately for males and females with the difference expressed as a percentage of males' earnings. For example. A mean of 10% shows that females are paid 10% less than males when comparing the respective averages.

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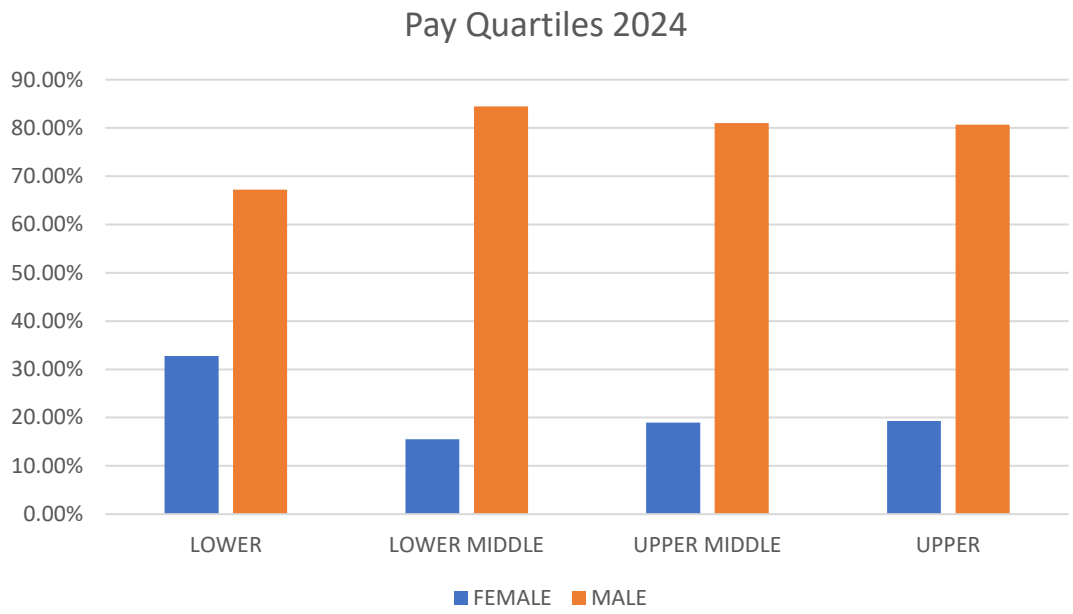
Renumeration pay quartiles

- Pay quartiles refer to the proportion of male and female employees in lower, lower middle, upper middle and upper quartiles
- The proportion of females in all quartiles is reflective of the gender distribution in Mowi Ireland.
- Mowi Ireland typically employees 75-80% males and 15-20% females. This is predominately driven by male dominated operational roles on our freshwater and seawater farms.
- Full time female employees work predominantly in support functions (e.g Finance, Administration, Sales, Technical, etc.).
- Part-time females are typically employed in the fish processing department.



Pay gap 2024 results

PAY GAP	FULL TIME STAFF	PART TIME STAFF	ALL EMPLOYEES
Mean/Average	-27.74%	-2.86%	-7.74%
Median/Mid-point	-15.31%	1.32%	8%

- Female full-time employees received 27.74% more mean hourly wage than their male counterparts
- Female part-time female employees receive 2.86% more mean average wage than their male counterparts.
- For all employees, the mean pay gap was -7.74% in female employee's favour.
- Female full-time employees tend to be employed in skilled administrative, technical and management roles, thus attracting a higher salary and full-time hours.
- Most part-time females tend to be in our fish processing facility with a competitive hourly salary rate but may be on probationary pay rates in tandem with their length of service.
- Female employees have availed of parental, maternity and parents leave to a greater extent than male employees which contributed to the over median pay gap of 8%

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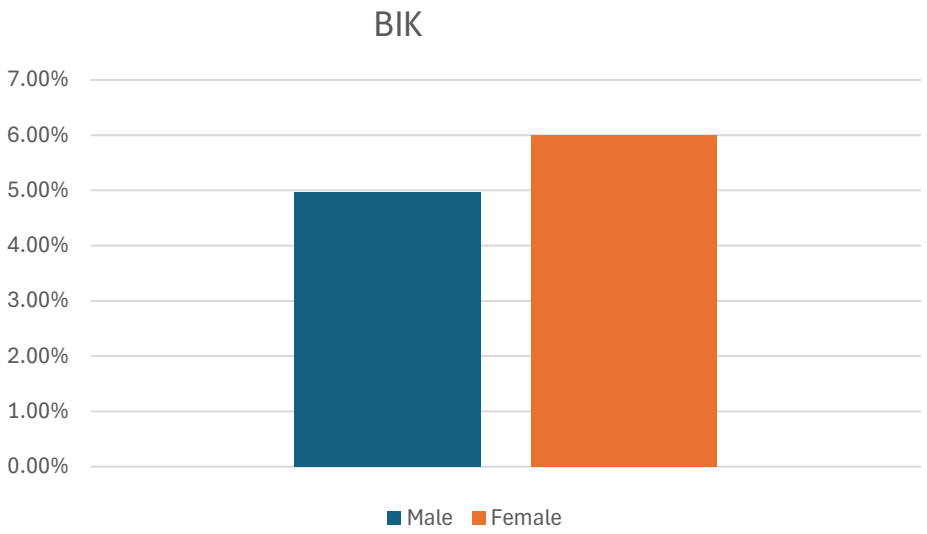
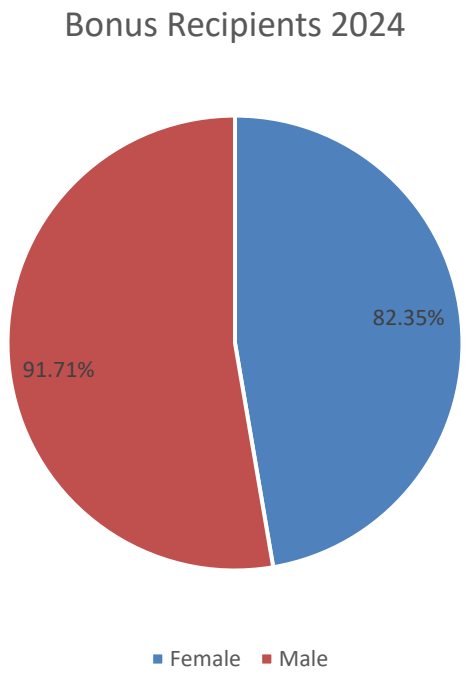
Gender pay gaps – Benefit in kind (BIK)



- BIK allocation between male & female employees predominately relates to provision of company vehicles.
- Female employees receive a slightly higher BIK allocation than male employees which is dictated by the requirements of their role.

Bonus pay gap 2024 results



- Over 82% of our female employees were awarded bonuses in 2024. All staff in employment probationary periods were not eligible for a bonus.

Bonus pay gap 2024 results

BONUS PAY GAP	FULL TIME STAFF	PART TIME STAFF	ALL EMPLOYEES
Mean/Average	-64.87%	11.30%	-25.77%
Median/Mid-point	-5.94%	13.51%	6.24%

- Female part time workers received 11.30% less bonus in comparison to male workers principally due to having less service
- Female employees were 25.77% better off than male employees with a lower median score at 6.24%, compared to males. Female full-time employees tend to be in skilled administrative, technical and management roles which attracts a higher salary as well as having a long service with Mowi Ireland which explains the discrepancy with their male counterparts.

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Gender Pay Gap 2024 conclusions

Mowi Ireland operates in an industry with a typically higher proportion of males employed across all quartiles. Our policy is to base employment recognition, reward and career development opportunities on job qualifications e.g. education, prior experience and merit and to maintain consistency and fairness regardless of gender, age, ethnicity or other characteristics.

We continue to promote diversity and strive towards pay parity across the organisation. We have an employment diversity target of 30% females in leadership roles and a 50% /50% gender ratio by 2025.

Initiatives such as gender positive communications (internal & external) in addition to diversity training for leadership and management roles as well as family friendly policies are important for meeting our targets.

We recognize that there are always opportunities to improve our people development strategies, so we welcome the transparency and focus this reporting brings as it supports us on our journey to become an employer of choice.

Catherine McManus

OPERATIONS DIRECTOR FARMING (IRELAND)