

GENDER PAY GAP
Mowi Scotland Limited
2020-21 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. We have continued our "I am Mowi" recruitment campaign which was designed to highlight the opportunities for females in roles traditionally perceived as male-dominated. Since the campaign, we can measure an improvement in the gender balance of candidates applying for roles; and the numbers show this is translating into corresponding increases, both in the number of women joining our organisation and the number of women achieving promotion internally (7.5% improvement). As a result of this campaign, along with focused social media campaigns spotlighting our female employees and key dates including International Women's Day this has resulted in the positive movement of our figures detailed below.

	2020/2021		2019/2020	
	Mean (average)	Median (mid point)	Mean (average)	Median (mid point)
Gender Pay Gap	-3.19%	0.00%	0.48%	-0.33%
Gender Bonus Gap	14.81%	3.25%	4.23%	5.06%

Proportion of males and females receiving a bonus	Males	Females	Males	Females
		75.69%	83.76%	59.49%

Pay Quartile	Males	Females	Males	Females
	Lower Quartile	83.65%	16.35%	84.50%
Lower Middle Quartile	89.37%	10.63%	91.96%	8.04%
Upper Middle Quartile	89.37%	10.63%	87.94%	12.06%
Upper Quartile	84.06%	15.94%	87.00%	13.00%

This year, women earn £1 for every £1 that men earn when comparing median hourly wages. The mean hourly wage for women is 3.19% higher than that of our male colleagues, an increase of 3.67% from last year. This change is brought about as a result of an increase in the number of female employees we have been able to attract and recruit.

When compared to last year, we have seen an increase in the number of both male and female colleagues receiving a bonus. Our Gender Bonus Gap tells us that, women earn 97p for every £1 men earn when comparing median bonus pay. When comparing mean bonus pay, the gap is 14.81%. The increase in the gap is driven by the higher proportion of male employees whose bonus eligibility is based on the cyclical nature of farming (rather than being based on a financial year) – we expect to see this gap reduce over time as we attract more females in to these roles. This is again aligned to the growth cycle of salmon, which means there were more bonuses paid out in 2020/2021 compared to 2019/2020.

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 15.94% of the highest paid jobs and 16.35% of the lowest paid jobs. This is a significant increase at the upper quartile, up from 13% last year and a slight increase at the lower quartile from 15.5%. The figures highlight that while we continue to operate in an industry with a typically higher proportion of males across all bandings, our effort are starting to yield results 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, COO Farming – Scotland, Ireland & the Faroes
Atle Kvist, COO Feed