

GENDER PAY GAP
Mowi Scotland Limited
2021-22 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 continue to utilise our "I am Mowi" recruitment campaign to highlight the opportunities for females in roles which were traditionally perceived as male-dominated and see the benefits of the campaign with an improvement in gender balance of candidates applying for roles. Similarly, we are continuing to see an increase both in the number of women joining our organisation and the number of women achieving promotion internally to roles that were previously male-dominated. We endeavour to educate our workforce and have provided our employees with further training on unconscious bias and equality and diversity issues in the workplace.

	2021/2022		2020/2021	
	Mean (average)	Median (mid point)	Mean (average)	Median (mid point)
Gender Pay Gap	-0.65%	4.07%	-3.19%	0.00%
Gender Bonus Gap	15.19%	13.33%	14.81%	3.25%

Proportion of males and females receiving a bonus	Males	Females	Males	Females
		71.81%	84.96%	75.69%

Pay Quartile	Males	Females	Males	Females
	Lower	84.21%	15.79%	83.65%
Lower Middle	90.38%	9.62%	89.37%	10.63%
Upper Middle	88.94%	11.06%	89.37%	10.63%
Upper	81.73%	18.27%	84.06%	15.94%

This year, women earn 96p for every £1 that men earn when comparing median hourly wages. This change compared to last year is due to a decrease in the number of females in the lower and lower middle quartiles. However, the mean hourly wage for females is 0.65% higher than that of our male colleagues as we see an increase in the number females occupying the upper middle and upper quartiles. Whilst overall there has been an increase in the number of females working in the organisation, we continue to employ a higher proportion of males in our production based roles, which dominate the lower, lower middle and upper middle quartiles.

When compared to last year, we have seen a decrease in the number of males receiving a bonus and an increase in the number of females receiving a bonus. There are two main causes of this: first, with regard to the decrease, that our farming operational roles are predominantly held by males and bonus payments in these areas are based on production rather than annual cycles; and second, we see the increasing recruitment and retention of females who have now achieved sufficient length-of-service to be eligible to participate in bonus schemes. Our Gender Bonus Gap tells us that, women earn 87p for every £1 men earn when comparing median bonus pay. When comparing mean bonus pay, the gap is 15.19%. This is again driven by operational roles remaining largely male-dominated, while females work predominantly in non-operational functions (eg Finance, Sales, Technical, HR etc). The operational bonus is based on production, whereas non-operational bonus payments are based on business measures that were more significantly impacted by the pandemic. Further, a relatively higher proportion of females than males take advantage of our flexible working policies and work fewer hours, receiving as a result a pro-rata bonus payment.

This year we see that women occupy 18.27% of the highest paid jobs and 15.79% of the lowest paid jobs. This is a significant increase at the upper quartile, up from 15.94% last year and a slight decrease at the lower quartile from 16.35%. The figures highlight that we continue to operate in an industry with a typically higher proportion of males across all bandings, however we continue to promote diversity in all roles across the organisation 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 (e.g. 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