

GENDER PAY GAP

Mowi Consumer Products UK Limited

2023-24 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 genuine equality in career opportunities. We believe we see this resulting in an improved gender balance of candidates applying for roles; with indications that this is translating into corresponding increases in the number of women joining our organisation and the number achieving promotion internally. That said, our industry remains male-dominated, so we continue our endeavours internally and externally to eliminate any factors resulting in bias.

	2023/2024		2022/2023	
	Mean (average)	Median (mid point)	Mean (average)	Median (mid point)
Gender Pay Gap	-4.03%	2.66%	2.38%	2.59%
Gender Bonus Gap	-1.83%	0.00%	-0.02%	0%

Proportion of males and females receiving a bonus	Males	Females	Males	Females
	88.4%	88.03%	89.87%	89.52%

Pay Quartile	Males	Females	Males	Females
	Upper Quartile	58.96%	41.04%	66.5%
Upper Middle Quartile	72.93%	27.07%	63.6%	36.4%
Lower Middle Quartile	66.92%	33.08%	69.3%	30.7%
Lower Quartile	61.19%	38.81%	71.2%	28.8%

When comparing median hourly wages, women earn 97p for every £1 that men earn. When comparing mean hourly pay, women's mean hourly pay is 4% higher than men's. This is a change to last year, which we believe is due to an increased number of females being recruited or promoted into senior roles within the upper quartile.

Overall, there has been a reduction in the number of employees receiving bonus payments as we continue to grow our business the number of employees eligible to participate in our bonus schemes during the relevant period has reduced resulting in a lower number of employees receiving a bonus payment. Our median bonus gap remains at 0% and our mean bonus gap means that women earn 1.8% more than men.

Women occupy more of the lower (+10.01%), lower middle (+2.38%) and upper quartile roles (+7.54%) than last year, a continuing trend from the previous years, which is a positive indicator that women are continuing to be recruited and promoted into more senior roles. In the upper middle quartile, there has been a further dip in the proportion of females, which we believe is a reflection of career progression into the upper quartile.

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