

GENDER PAY GAP

Mowi Scotland 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 closing the gap in the future. We continue 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.

| | 2023/2024 | | 2022/2023 | |
|------------------|----------------|--------------------|----------------|--------------------|
| | Mean (average) | Median (mid-point) | Mean (average) | Median (mid-point) |
| Gender Pay Gap | 9.27% | 0.00% | 10.80% | 5.41% |
| Gender Bonus Gap | 31.34% | 37.65% | 30.85% | 24.34% |

| Proportion of males and females receiving a bonus | Males | Females | Males | Females |
|---|-------|---------|--------|---------|
| | | 70.59% | 83.02% | 76.06% |

| Pay Quartile | Males | Females | Males | Females |
|--------------|--------|---------|--------|---------|
| | Upper | 82.86% | 17.14% | 81.62% |
| Upper Middle | 90.86% | 9.14% | 85.95% | 14.05% |
| Lower Middle | 92.57% | 7.43% | 87.03% | 12.97% |
| Lower | 81.14% | 18.86% | 88.65% | 11.35% |

This year, women earn £1 for every £1 that men earn when comparing median hourly wages and the mean hourly wage for males is 9.27% higher than our female colleagues. We have seen a slight decrease in the number of females employed across the business and we continue to employ a higher proportion of males across all pay quartiles this continues to impact our mean pay resulting in a pay gap however we have seen a reduction in this gap from last year.

When compared to last year, we have seen a decrease in the number of males receiving a bonus and a small increase in the number of females receiving a bonus. Our Gender Bonus Gap tells us that, women earn 62p for every £1 men earn when comparing median bonus pay. When comparing mean bonus pay, the gap is 37.7%. There are a number of factors we believe that continue to cause the increased gap in bonus pay between our male and female colleagues. Firstly, the number of female leaders in the upper quartile in non-operational roles has decreased again since last year. Those individuals were in our leaderships teams and as a result were entitled to higher potential bonus packages which has caused a bigger differential in bonus pay as those roles are now filled with male colleagues. Secondly, again in 2023 in response to recruitment and retention challenges we introduced a Skills Shortage Recognition Payment for individuals in some of our operational based roles. Individuals in those roles mostly occupy the lower and lower middle quartiles which are predominantly occupied by males therefore this continues to impact our bonus pay gap.

This year we see that women occupy 17.14% of the highest paid jobs and 18.86% of the lowest paid jobs. This is a small decrease in the upper quartile, down from 18.38% last year and an increase at the lower quartile from 11.35%. We have also seen a decrease in the number of females in the lower and upper middle quartiles this year. 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.

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 & Canada East)
Atle Kvist, COO Feed