

GENDER PAY GAP
Mowi Consumer Products UK Limited
2024-25 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.

	2024/2025	
	Mean (average)	Median (mid point)
Gender Pay Gap	-1.39%	-3.87%
Gender Bonus Gap	12.22%	0.00%

Proportion of males and females receiving a bonus	Males	Females
	85.90%	88.44%

Pay Quartile	Males	Females
	Upper Quartile	61.48%
Upper Middle Quartile	64.93%	35.07%
Lower Middle Quartile	68.15%	31.85%
Lower Quartile	54.07%	45.93%

2024 / 25: What do we learn?

1. On average, women are earning more than men.
2. The smaller mean gap suggests that for the majority of workers, pay is fairly even at typical levels.
3. As the median pay gap is more negative than the mean, we learn that in the middle of the distribution, a woman earns significantly more than a man.
4. Having said that, the smaller mean gap indicates that some high-earning men are balancing out the average, reducing the overall pay gap.
5. More women than men receive bonuses, however the difference is marginal.
6. There is no Gender Bonus Gap when the median is calculated. The difference with the mean calculation reflects that the most senior roles are predominantly held by men.

Following review, we believe the differences we see are a result of differences in role distribution typical of our industry, rather than bias in pay structures, recruitment or bonus award criteria. Nevertheless, we focus on ensuring our succession planning takes account of where we need to focus in order to deliver, over time, a better gender balance at all levels of the organisation.

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