

GENDER PAY GAP
Mowi Scotland 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 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.

	2024/2025	
	Mean (average)	Median (mid-point)
Gender Pay Gap	4.93%	-2.03%
Gender Bonus Gap	43.95%	40.49%
Proportion of males and females receiving a bonus	Males	Females
	74.83%	87.95%
Pay Quartile	Males	Females
	Upper	87.56%
Upper Middle	84.90%	15.10%
Lower Middle	92.19%	7.81%
Lower	82.90%	17.10%

2024 / 25: What do we learn?

- Women's median hourly pay was 2% higher than men's – this means they earned £1.02 for every £1 that men earn.
- Women's mean hourly pay was 4.9% lower than men's. The mean calculation is influenced by extreme values to a greater degree than the median, which reflects that the highest-paid roles are predominantly held by men.
- For the majority of workers, gender pay gaps are smaller. This is indicated by a lower median.
- More women than men receive bonuses. Men however receive larger bonuses, which again is a reflection of the most senior positions being held by men, rather than men being rewarded more generously for performance than women in roles at the same level.

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 (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)