

**GENDER PAY GAP**  
**Mowi Consumer Products UK Limited**  
**2020-21 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. Over the past year we continued our “I am Mowi” recruitment campaign which was designed to highlight that traditionally male-dominated job roles no longer need to be perceived as such. This has had a larger social media presence this year and has spotlighted female employees, as well as placing an additional focus on International Womens Day, Mothers Day and other key dates. Since the campaign, we can measure an improvement in the gender balance of candidates applying for roles; and the numbers show this is translating into corresponding increases, both in the number of women joining our organisation and the number of women achieving promotion internally. We have also provided our employees with further training on unconscious bias and equality and diversity issues.

	2019/2020		2020/2021	
	Mean (average)	Median (mid point)	Mean (average)	Median (mid point)
Gender Pay Gap	0	0	-1.34	0
Gender Bonus Gap	-0.54	0	8.22	0

Proportion of males and females receiving a bonus	Males	Females	Males	Females
	84%	78%	85.88%	89.83%

Pay Quartile	Males	Females	Males	Females
Upper Quartile	63.56%	36.44%	58.33%	41.67%
Upper Middle Quartile	67.8%	32.2%	69.70%	30.30%
Lower Middle Quartile	62.18%	37.82%	74.24%	25.76%
Lower Quartile	72.88%	27.12%	64.39%	35.61%

When comparing median hourly wages, women earn £1 for every £1 that men earn. The mean hourly wages for females are 15p more than for males, which results in a gender pay gap of -1.34%. This is a small change to last year, which is due to an increase in females in the upper quartile. We continue to employ a higher proportion of males in our shift-based roles, which due to the growing size of the business now take up the lower, lower middle and upper middle quartiles.

Overall, there has been an increase in the number of employees receiving bonus payments. An improved focus on the benefits of flexible working, allowing more employees to go part-time, combined with the increased proportion of females recruited, means that females have been more likely to have their bonus eligibility calculated on a pro rata basis (fewer hours or part-year service, which has driven a Gender Bonus Gap of 8.22%.

Women occupy more upper quartile roles (>5%) than last year, a continuing positive trend from the previous year, which is a positive indicator that women are continuing to be recruited and promoted into more senior roles. In the lower quartile, there has also been an increase in the proportion of females making up our new recruits, which we believe is a reflection of our increased engagement with schools, colleges, universities and other recruitment events allowing us to reach a previously untapped audience.

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**