

## GENDER PAY GAP

### Mowi Consumer Products UK Limited 2021-22 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. Over the past year we have both continued our "I am Mowi" recruitment campaign (designed to highlight that traditionally male-dominated job roles no longer need to be perceived as such) and increased our social media presence to spotlight female employees and the real-life career opportunities and trajectories they've experienced. 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, demonstrated below in our middle quartiles. That said, our industry remains male-dominated, so we continue our endeavours internally and externally to eliminate any factors resulting in bias.

	2021/2022		2020/2021	
	Mean (average)	Median (mid point)	Mean (average)	Median (mid point)
Gender Pay Gap	1.24%	-3.4%	-1.34%	0%
Gender Bonus Gap	6.09%	0%	8.22%	0%

Proportion of males and females receiving a bonus	Males	Females	Males	Females
	94.4%	98.3%	85.88%	89.83%

Pay Quartile	Males	Females	Males	Females
	Upper Quartile	66.5%	33.5%	58.33%
Upper Middle Quartile	63.6%	36.4%	69.70%	30.30%
Lower Middle Quartile	69.3%	30.7%	74.24%	25.76%
Lower Quartile	71.2%	28.8%	64.39%	35.61%

When comparing median hourly wages, women earn £1.03 for every £1 that men earn, while our mean hourly wages result in a gender pay gap of 1.24%. This is a change to last year, which we believe is due to there continuing to be significantly more males than females in our shift-based roles. As the organisation continues to grow, these operational roles now take up the lower, lower middle and upper middle quartiles and half our upper quartile.

Overall, there has been an increase in the number of employees receiving bonus payments and our median bonus gap remains at 0%, while the mean bonus gap has reduced by 2.13%. There remains a gap due to the relatively higher proportion of females working part time, as well as more female mid-year recruitment and promotions, meaning that females have been more likely to have their bonus eligibility calculated on a pro rata basis.

Women occupy more of the upper middle (+6.1%) and lower middle quartile roles (+4.94%) than last year, a continuing 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 been a dip in the proportion of females, which we believe is a reflection of career progression into the middle quartiles. Our shift-based roles now take up about half of our upper quartile, due to growth in this area, which we believe explains the reduction in the female proportion of our 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**