


2020 Gender Pay Gap Report for Drimbawn Mushrooms (UK) Ltd.

Drimbawn Mushrooms (UK) Ltd. is a subsidiary of the Monaghan Group. We are a vertically integrated agribusiness involved in all aspects of the supply chain from substrate production to growing, harvesting, packing and distribution.

The Monaghan Group is an equal opportunity employer dedicated to utilising our most valuable asset – our people. We welcome again the opportunity to report our gender pay gap data in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We are committed to providing equal opportunities to all current and future staff. At Monaghan we want all our employees to feel fairly treated and respected so they can contribute and grow within our business.

We believe our overall results compare very favourably to our sector, but we acknowledge there is always more to do, that's why we are fully committed to reviewing, refining and improving our approach. We will continue to put in place a range of initiatives in areas such as recruitment, coaching, promoting equality, to improve our position even further over the coming 12 months.

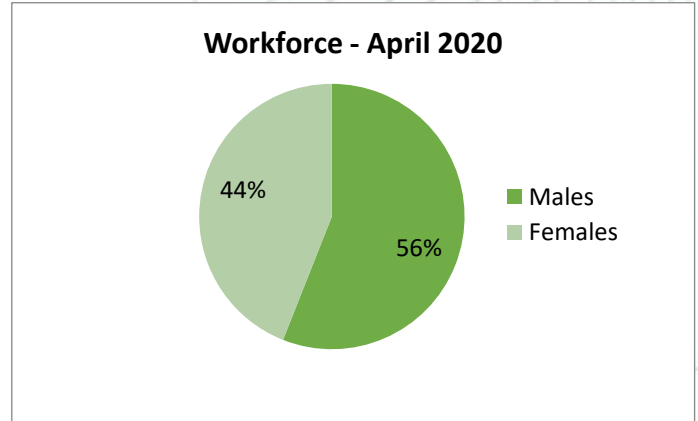


This Gender Pay Gap report is based on data as at 5th April 2020.

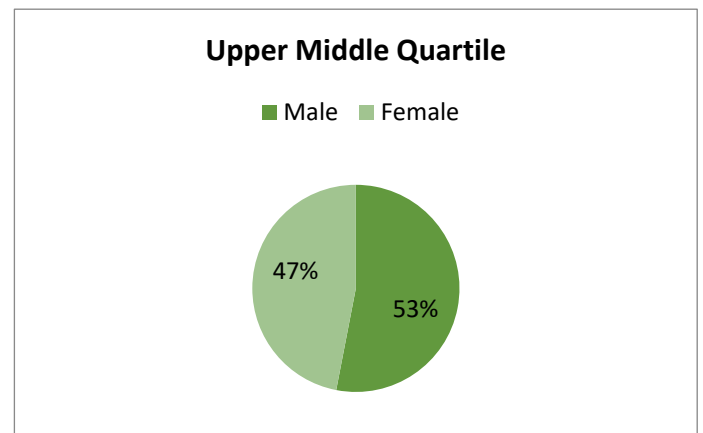
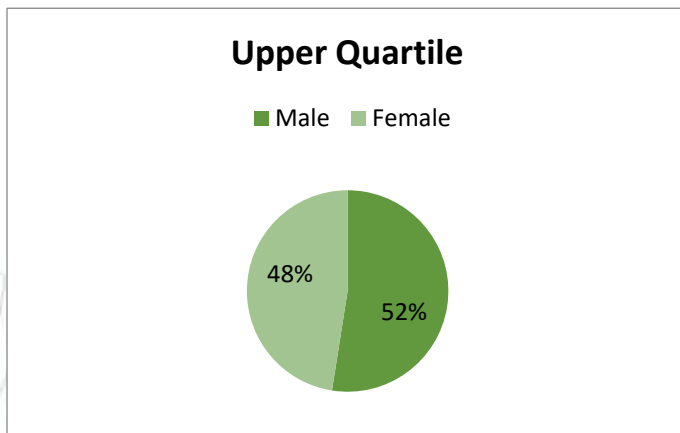
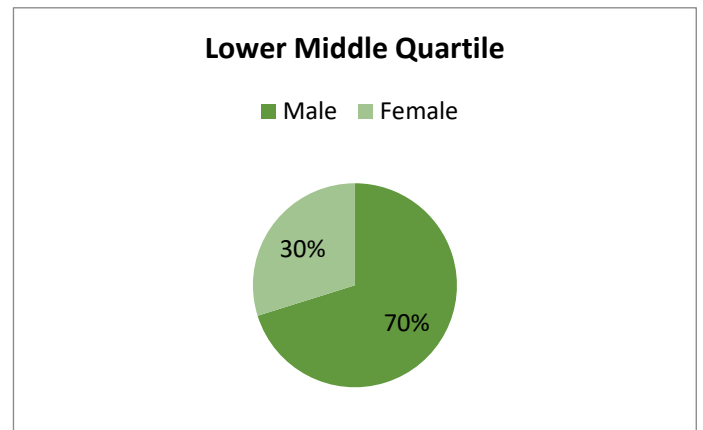
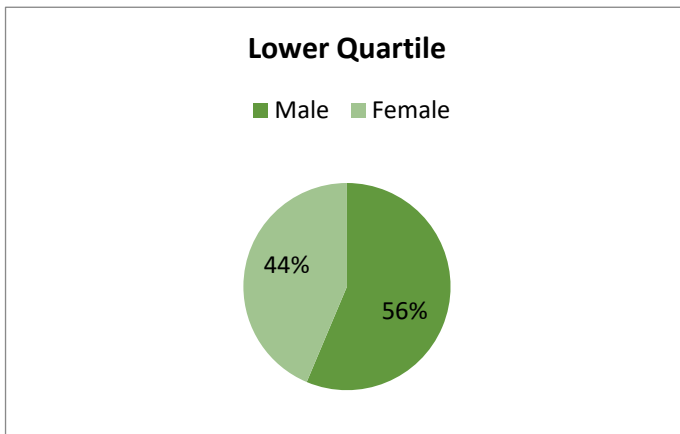
As at this date we employed 852 employees in Great Britain (56% were Males and 44% were Females).

Our Pay Gender Gap is:

Mean	Median
-0.7%	-5.7%



The proportion of Males/Females in each quartile Pay Band is as follows:



Our Bonus Gender Gap is:

Mean	Median
-48.3%	-121.5%

Commentary

- 17.6% of males and 8.5% of females received a bonus
- A larger proportion of females are Harvesting Supervisors and the bonus potential is higher
- A larger proportion of males hold Operational/Growing roles and the bonus potential is lower
- Site Management Teams are evenly split by gender