

Drimbawn (UK) Limited

Drimbawn (UK) Limited 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.

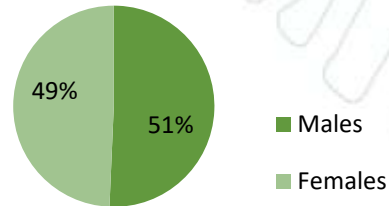
This Gender Pay Gap report is based on data as at 5th April 2021.

As at this date we employed 803 employees in Great Britain (51% were Males and 49% were Females).

Workforce - April 2021

Our Pay Gender Gap is:

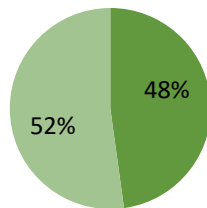
Mean	Median
2.8%	-2.9%



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

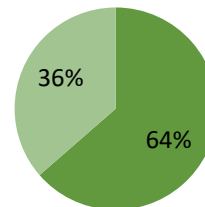
Lower Quartile

■ Male ■ Female



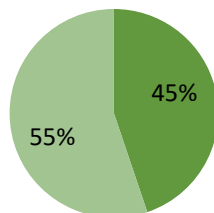
Lower Middle Quartile

■ Male ■ Female



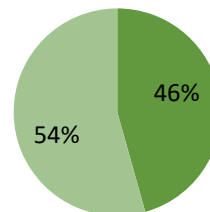
Upper Middle Quartile

■ Male ■ Female



Upper Quartile

■ Male ■ Female



Our Bonus Gender Gap is:

Mean	Median
32.9%	49.4%

Commentary

Since 2020 the:

- Gender gap has reduced with a current workforce of 51% males and 49% females.
 - Number of females receiving a bonus has increased. 30.0% of males and 28.8% of females received a bonus in 2021.
 - Bonus pay gap has fluctuated. In 2020 harvesting performance was very strong resulting in higher bonus's overall for females (*there are a larger proportion of females in Harvesting Supervisor roles*). In 2021 the potential for Harvesting bonus's reduced but operational bonuses were less affected (*there are a larger proportion of males in operational roles*).
- 