

Monaghan Mushrooms Ireland Unlimited Company

Monaghan Mushrooms 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.

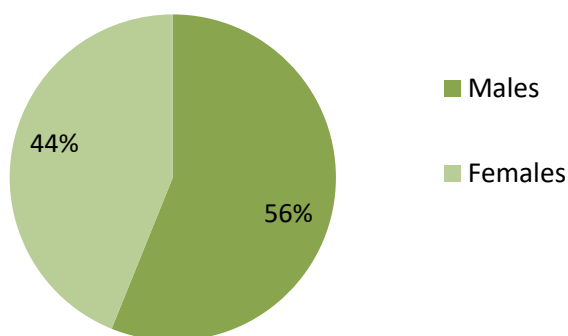
The Monaghan Group is an equal opportunity employer dedicated to utilising our most valuable asset – our people. We welcome the opportunity to report our gender pay gap data in accordance with The Gender Pay Gap Information Act 2021.

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 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 continue to put in place a range of initiatives in areas such as recruitment, development, coaching, diversity and inclusion, to improve our position over the coming 12 months.

This Gender Pay Gap report is based on data as at 30 June 2022, As at this date we employed 335 employees in Ireland.

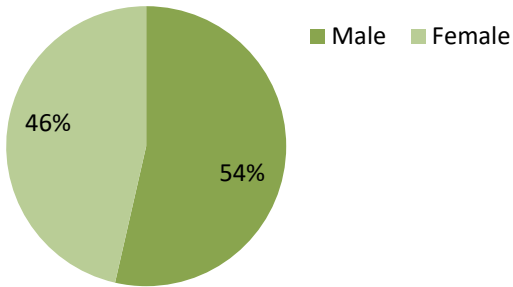
Workforce – June 2022



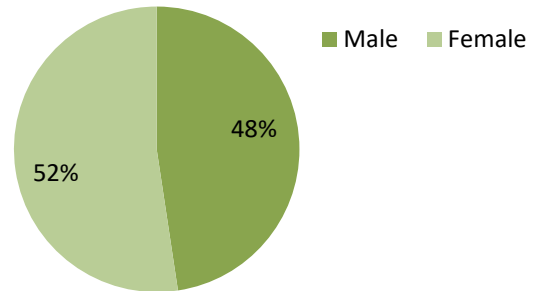
Pay Quartiles and Gender Pay Gap

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

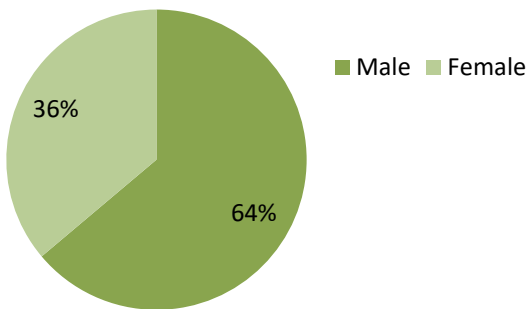
Lower Quartile



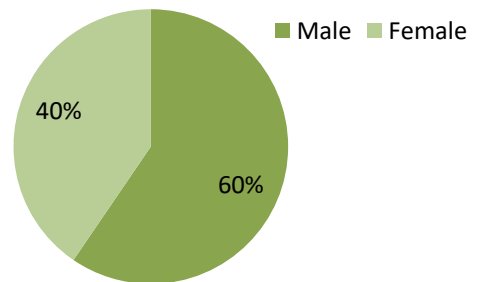
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Our Gender Pay Gap is:

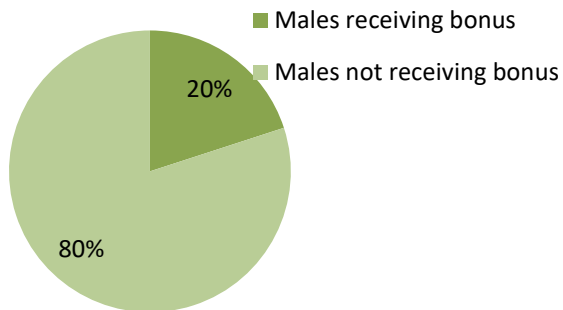
Mean	Median
5.4%	14.3%

Our Gender Pay Gap for part time employees is:

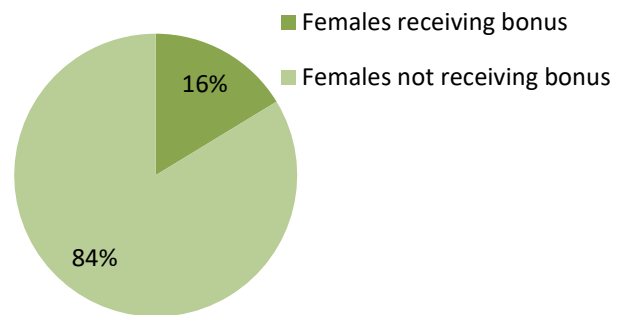
Mean	Median
-16.4%	-4.4%

Bonus

Bonus - Males



Bonus - Females

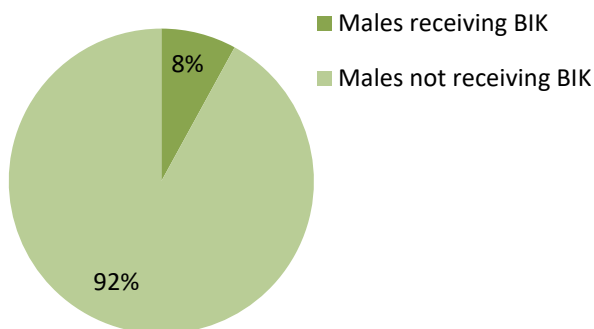


Our Bonus Gender Pay Gap is:

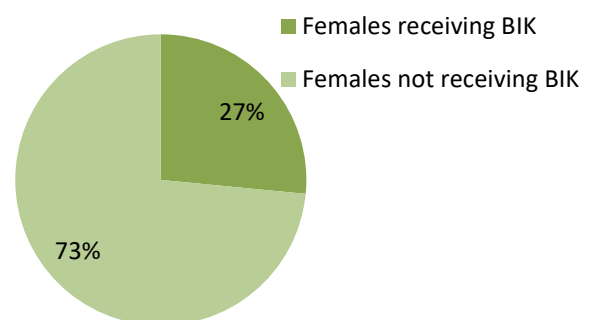
Mean	Median
-157.4%	-892.6%

Benefit in Kind

BIK - Males



BIK - Females



Commentary

- The above figures include our Compost yard facility which has a predominantly male workforce and has influenced our gender pay gap
- 20% of males and 16% of females receive a bonus. A larger proportion of females hold technical based roles and the bonus potential has been higher in the reporting period