

## 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.

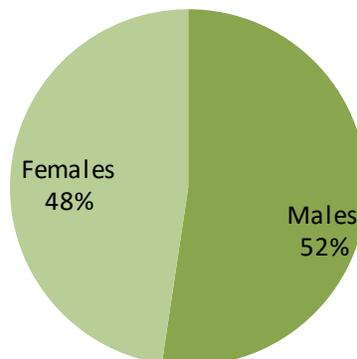
The Monaghan Group is an equal opportunity employer dedicated to utilising our most valuable asset – our people. We welcome again the opportunity to report our gender pay gap data in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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

This Gender Pay Gap report is based on data as at 5<sup>th</sup> April 2022. As at this date we employed 720 employees in Great Britain (52% were Males and 48% were Females).

### Workforce - April 2022

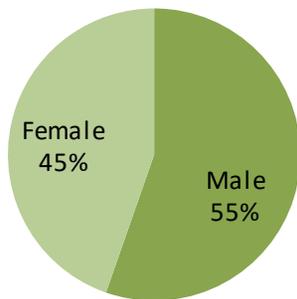


**Our Gender Pay Gap is:**

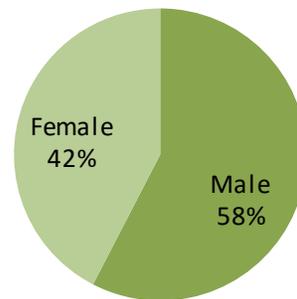
Mean	Median
1.8%	-4.1%

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

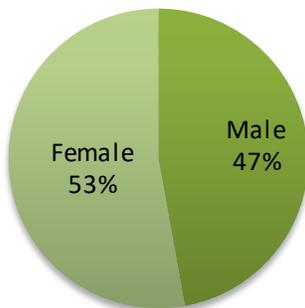
**Lower Quartile**



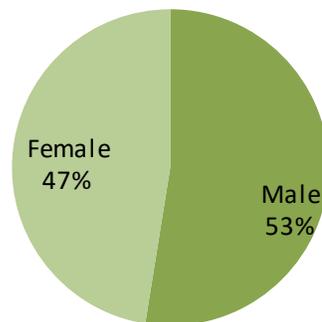
**Lower Middle Quartile**



**Upper Middle Quartile**



**Upper Quartile**



**Our Bonus Gender Gap is:**

Mean	Median
2.4%	16.8%

## Commentary

Since 2021:

- Our gender pay gap has remained stable
- Our bonus gender gap has reduced as a result of larger numbers in the organisation having the opportunity to receive bonus