

## Drimbawn (UK) Limited

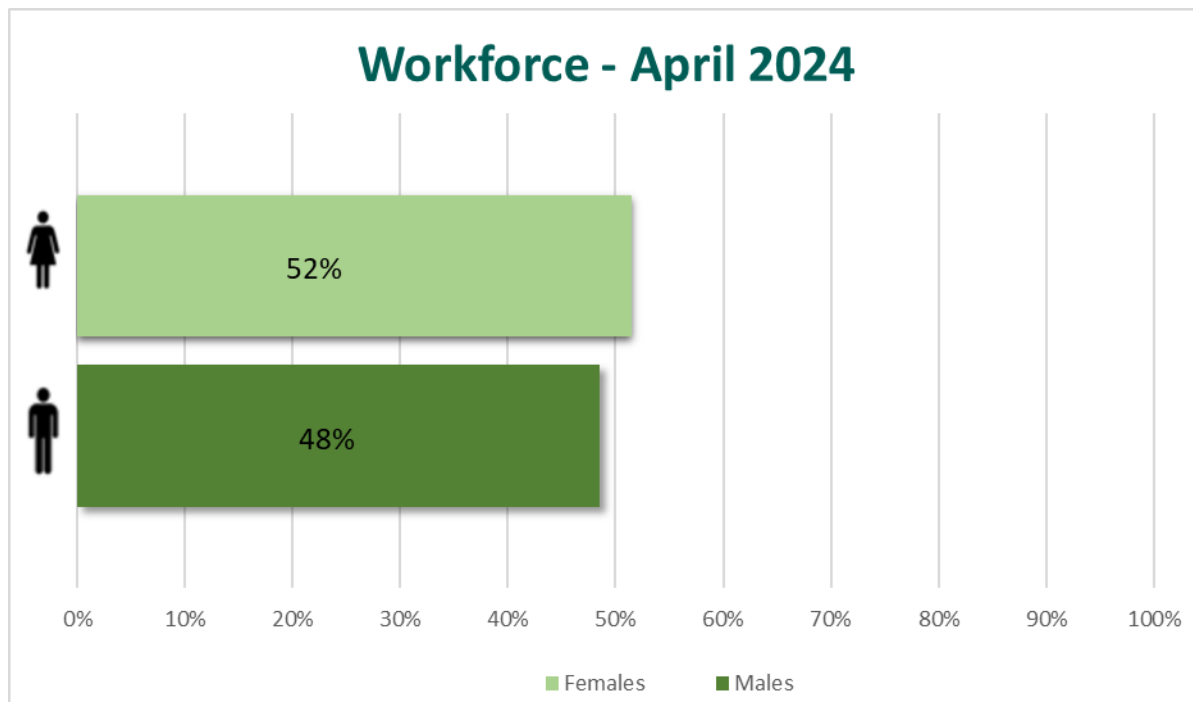
Drimbawn (UK) Limited is a subsidiary of the Monaghan Group. We are a vertically integrated agribusiness involved in all aspects of the supply chain from substrate production to growing, harvesting, packing and distribution.

The Monaghan Group is an equal opportunity employer dedicated to utilising our most valuable asset – our people. The group is committed to acting ethically, with integrity and transparency in all business dealings. We therefore 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.

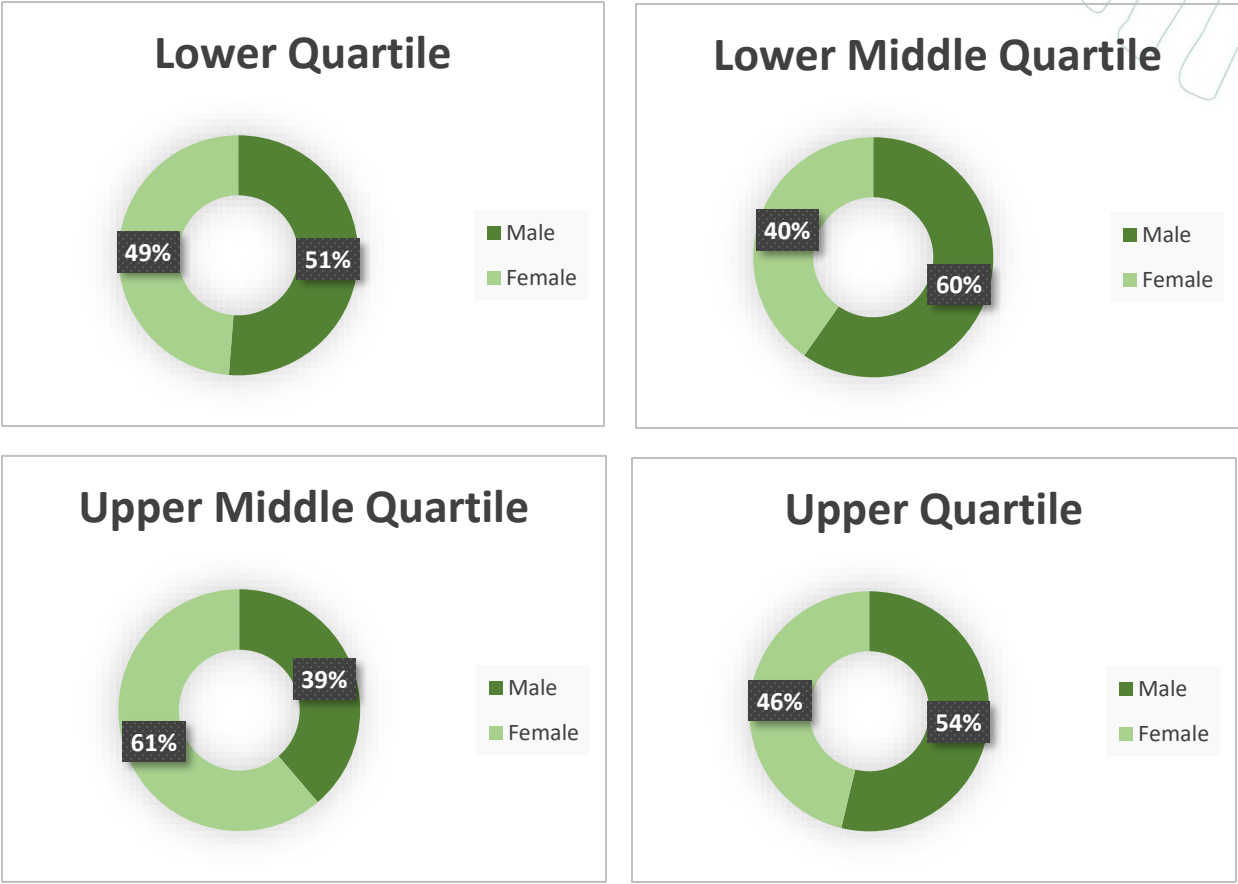
We believe our overall results compare very favourably to our sector, but we acknowledge there is always more to do, that's why we are fully committed to reviewing, refining, and improving our approach. We continue to put in place a range of initiatives in areas such as recruitment, development, coaching, 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 05 April 2024. As at this date we employed 681 employees in Drimbawn (UK) Limited (48% were Males and 52% were Females).



# Pay Quartiles and Gender Pay Gap

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



## Our Gender Pay Gap is:

Mean	Median
2.0%	-5.2%

## Our Bonus Gender Gap is:

Mean	Median
14.1%	26.4%

## Commentary

- Our workforce gender split has remained evenly split.
- The mean gender pay gap has decreased by 0.4% and the median gender pay gap has increased by 3.1% from 2023.
- More men typically occupy operational roles where pay has a larger proportion of bonus and more women typically occupy harvesting roles where pay has a lower proportion of bonus.
- Bonuses are paid each week and are therefore also captured within the Pay Gender Gap. The differences in Bonus Gender Gap demonstrates the way the bonus pay is structured, rather than total pay.