

Monaghan Mushrooms Limited

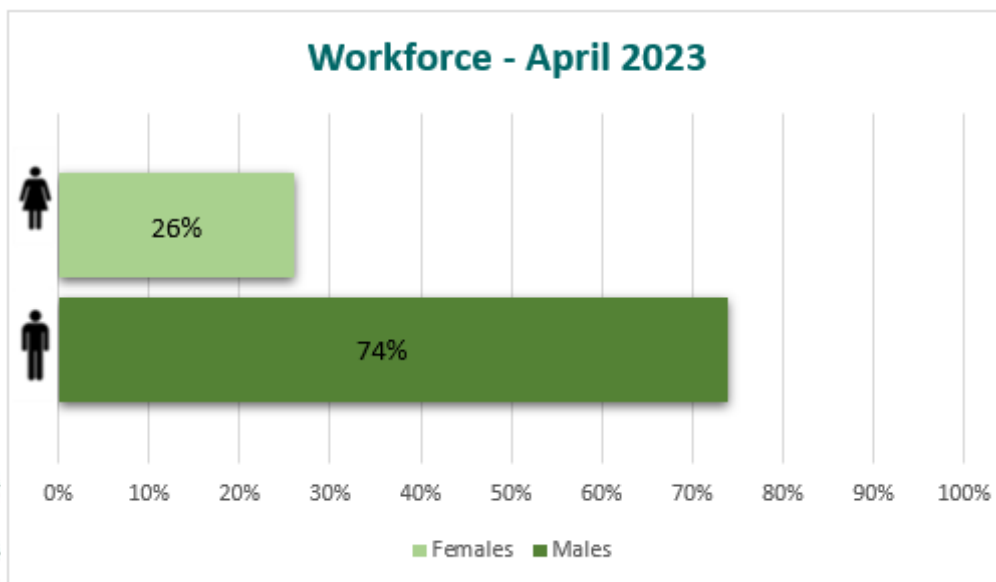
Monaghan Mushrooms Limited is a subsidiary of the Monaghan Group. We are a vertically integrated agribusiness involved in all aspects of the supply chain from substrate production to growing, harvesting, packing and distribution.

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.

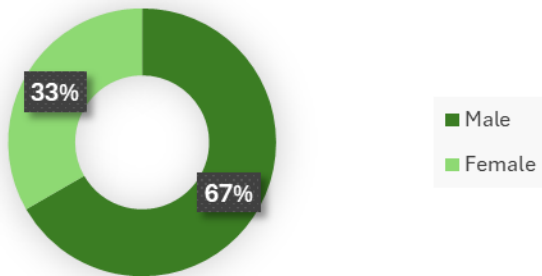
This Gender Pay Gap report is based on data as at 05 April 2024. As at this date we employed 264 employees in Monaghan Mushrooms Limited (74% were Males and 26% were Females).



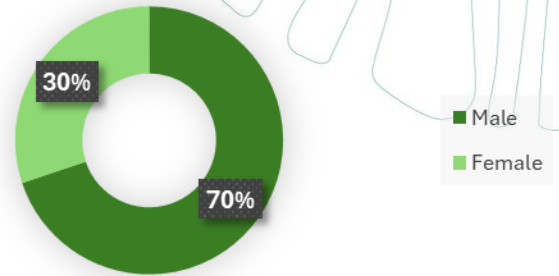
Pay Quartiles and Gender Pay Gap

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

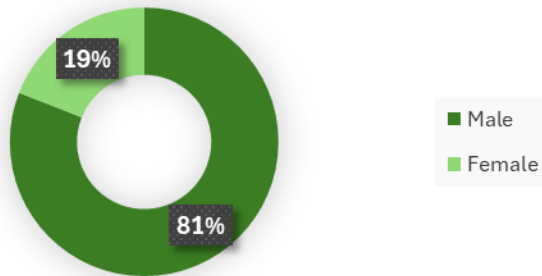
Lower Quartile



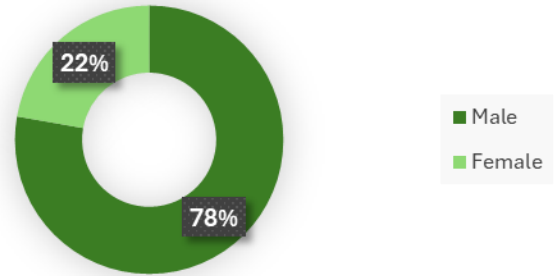
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile




Our Gender Pay Gap is:

Mean	Median
5.2%	3.0%

Our Bonus Gender Gap is:

Mean	Median
-55.4%	4.2%

Commentary

- The above figures include 2 of our Compost facilities which has a predominantly male workforce and continues to influence our gender split.
 - Gender representation across our workforce has stayed the same as last year's reporting (2023).
 - Female representation decreased in the lower quartile and increased in the upper quartile which has increased the average hourly rate of pay received by women and reduced the gender pay gap.
 - Less women received bonus as Packhouses and Compost facilities are predominantly male, although the bonuses received by women are generally higher due to more females in management positions.
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- A decorative graphic in the bottom left corner consisting of several light blue, stylized leaf or petal shapes arranged in a fan-like pattern.