

Drimbawn (UK) Limited

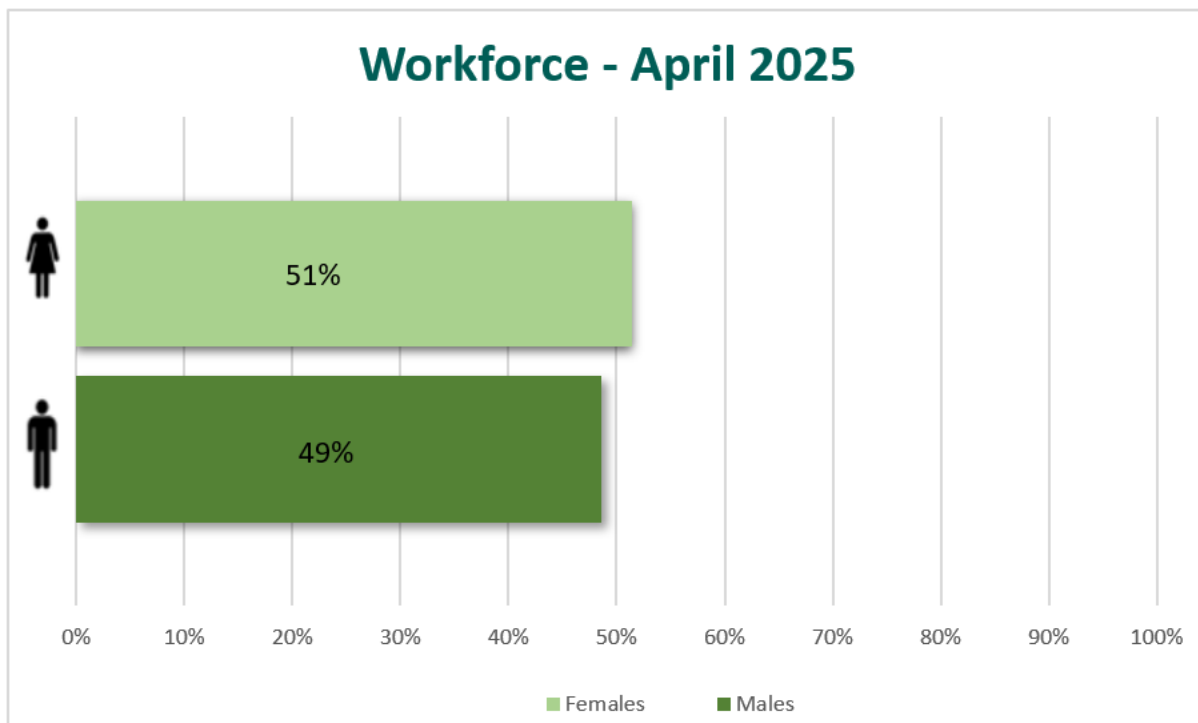
Drimbawn (UK) Limited is a subsidiary of the Monaghan Group. We are a vertically integrated agribusiness involved in all aspects of the supply chain from substrate production to growing, harvesting, packing and distribution.

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. We are committed to promoting fairness, inclusion and equal opportunity across our workforce.

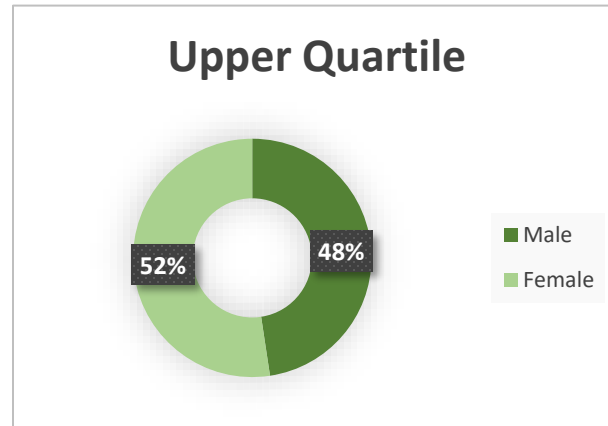
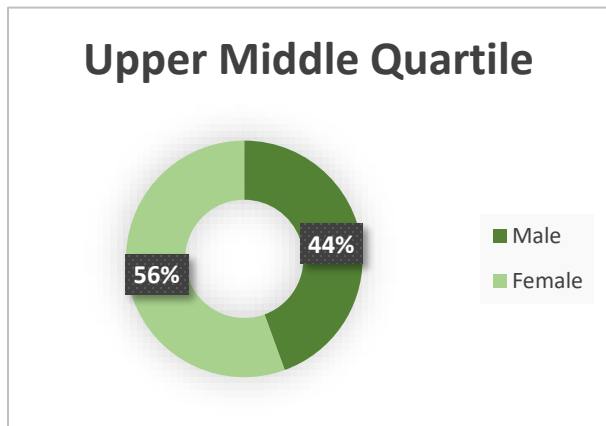
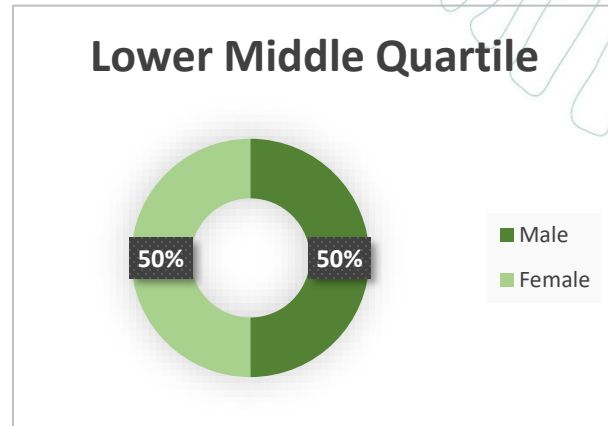
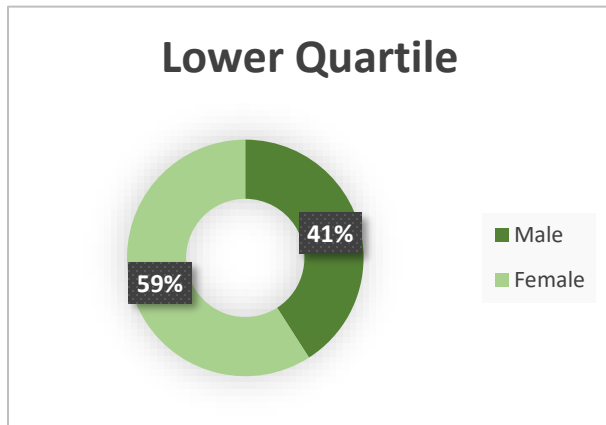
We believe our overall results compare very favourably to our sector, but we acknowledge there is always more to do, that's why we are fully committed to reviewing, refining, and improving our approach. We continue to put in place a range of initiatives in areas such as recruitment, development, coaching, 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 2025. As at this date we employed 636 employees in Drimbawn (UK) Limited (49% were Males and 51% 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
4.0%	-1.7%

Our Bonus Gender Gap is:

Mean	Median
26.7%	16.3%

Commentary

- Our 2025 workforce gender split remains stable, with women at 51% and men at 49%, maintaining a balanced gender representation.
- Data indicates that hourly pay is broadly balanced across the workforce with a low mean gender pay gap of 4.0% and a median gender pay gap of -1.7%.
- The lower middle quartile has shifted noticeably towards a greater female representation in 2025, now reflecting an even split.
- The pay quartiles do show a relatively even gender representation across the organisation, demonstrating that women are represented across all pay levels.