

Monaghan Mushrooms Limited

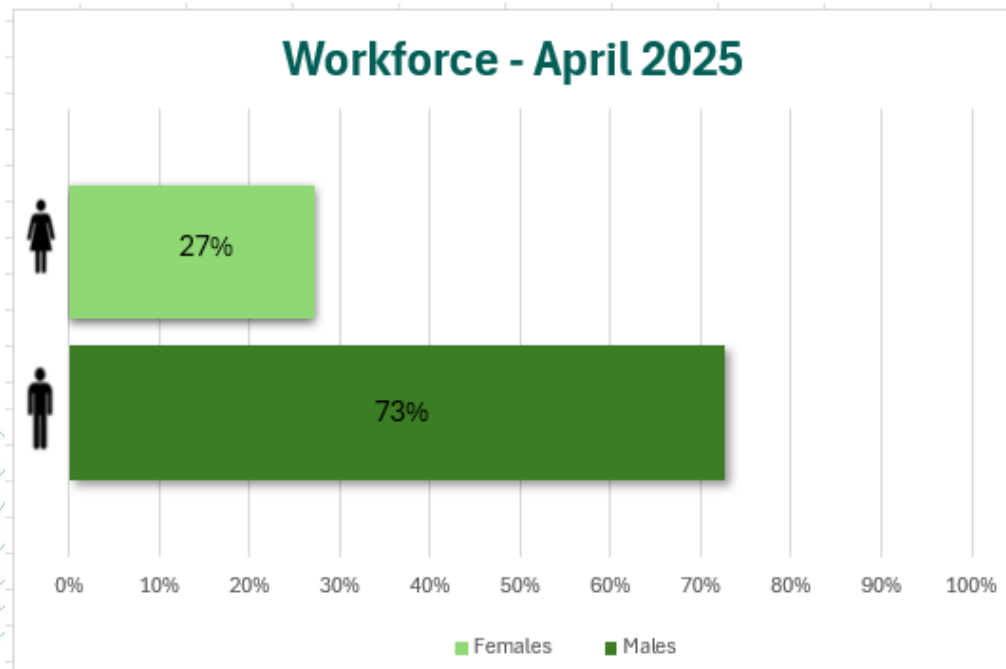
Monaghan Mushrooms Limited is a subsidiary of the Monaghan Group. We are a vertically integrated agribusiness involved in all aspects of the supply chain from substrate production to growing, harvesting, packing and distribution.

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

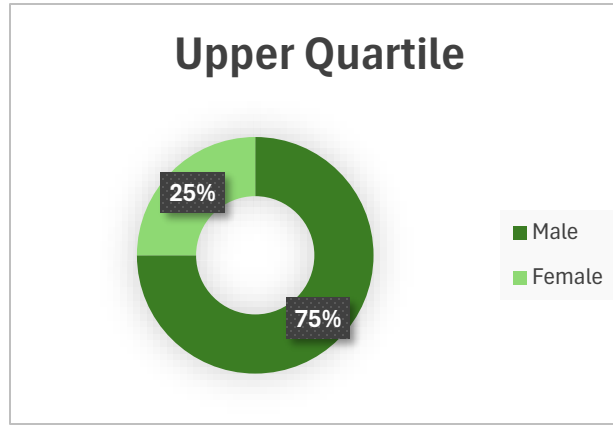
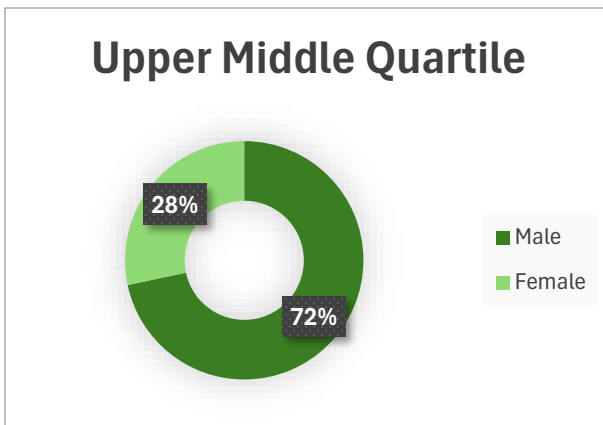
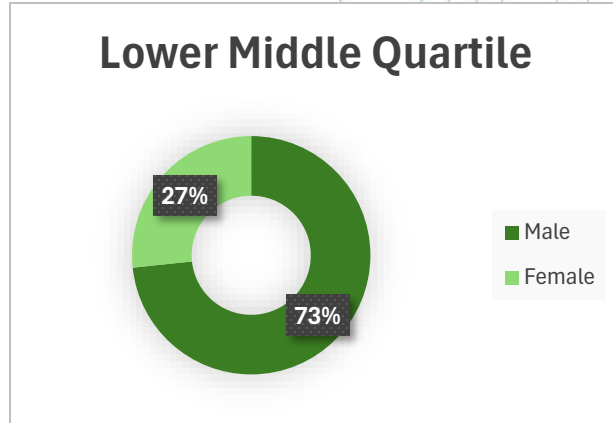
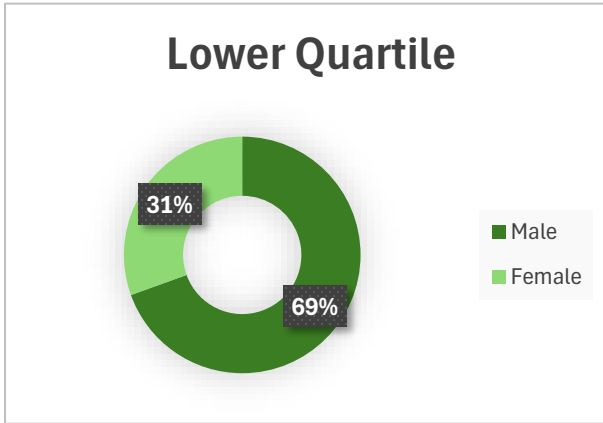
We believe our overall results compare very favourably to our sector, but we acknowledge there is always more to do, that’s why we are fully committed to reviewing, refining, and improving our approach. We continue to put in place a range of initiatives in areas such as recruitment, development, coaching, 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 264 employees in Monaghan Mushrooms Limited (73% were Males and 27% 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
0.7%	0.9%

Our Bonus Gender Gap is:

Mean	Median
9.2%	17.7%

Commentary

- The above figures include two of our Compost facilities which have a predominantly male workforce and continues to influence our gender split.
- Gender representation across our workforce has remained relatively unchanged from last year's reporting (2024).
- Female representation increased in the upper two quartiles which has increased the mean and median hourly pay rates and reduced the gender gap further.
- Packhouses and Compost facilities are predominantly male, where more bonuses are paid.