



Mole Valley
FARMERS

Gender pay gap report 2019

it's a way of life



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Mole Valley Farmers is proud to be a responsible agricultural business and we are committed to continue to drive change in this sector.

We are a progressive farmer-owned agricultural and rural retail supply business committed to ensuring the long-term sustainability of our company, farming customers and staff.

The Gender Pay Gap Report is now in its second year and we continue to build upon the insights gained from the data gathered.

As set out in section 78 of the Equality Act (Gender Pay Gap Information) Regulations 2016 businesses employing over 250 staff are required to publish information reporting the differences in pay levels between male and female employees.

When comparing the 2018 Report with the 2019 Gender Pay Gap Report, you will notice that we have shown the gender pay gap data for Mole Valley Farmers Ltd and Mole Valley Feed Solutions Ltd separately. Whilst we consider ourselves as one Mole family the regulations require us to report each company separately.





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The gender pay gap is defined as the differences in the average earnings of men and women over a standard time period, regardless of their role seniority.

The 2018 Annual Survey of Hours and Earnings (ASHE) reports that only 8% of those employed in agriculture and related trades are female, we continue to move against this trend and our female colleagues make up 51% of the workforce. With a 2.9% increase in our female workforce, we continue to be a key player in bringing more women into the sector.

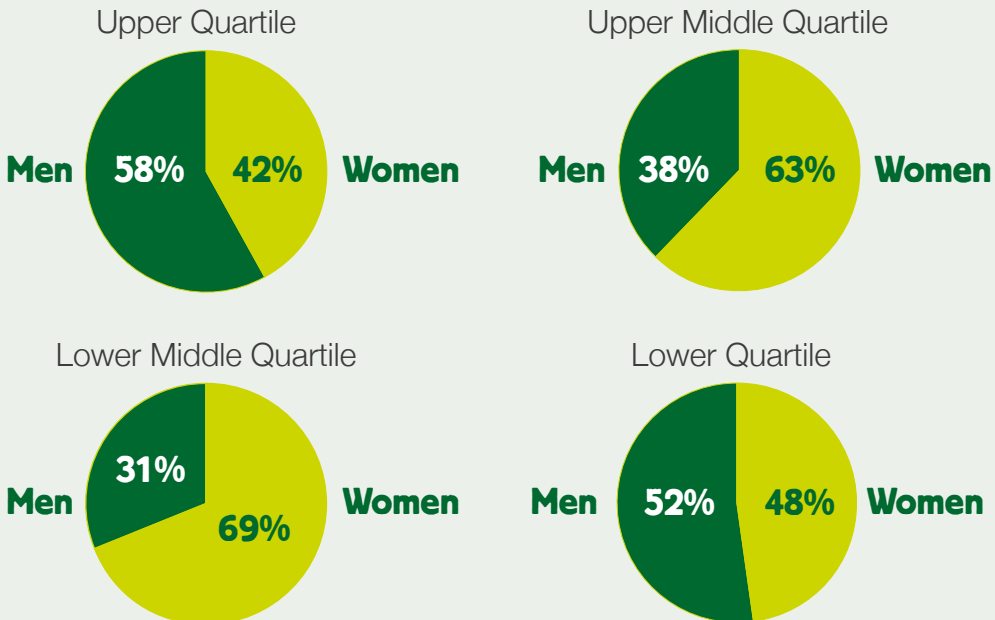


GENDER DISTRIBUTION (The % proportion of males and females in each pay quartile)

The gender pay gap is an equality measure that reports the difference in average (mean & median) earnings between men and women. It is not the same as equal pay.

To provide more context to the report, Mole Valley Farmers Ltd employed 668 men and 856 women at the report date. Mole Valley Feed Solutions Ltd employed 241 men and 73 women at the report date.

Mole Valley Farmers Ltd



Mole Valley Feed Solutions Ltd



GENDER PAY GAP **(Difference between gross hourly earnings for all men and all women employed at report date).**

To provide more context to the report, Mole Valley Farmers Ltd employed 668 men and 856 women at the report date. Mole Valley Feed Solutions Ltd employed 241 men and 73 women at the report date.

PAY DATA

Mole Valley Farmers Ltd

Median 0.88%

Mean 18.15%

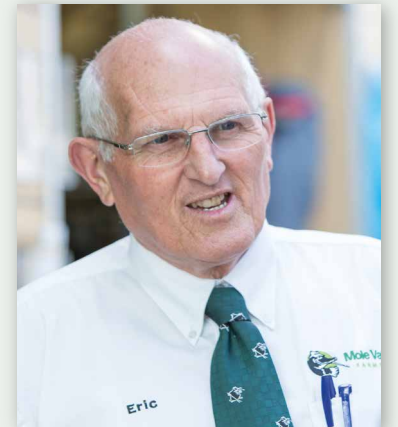
Mole Valley Feed Solutions Ltd

Median 21.22%

Mean 25.55%

Mole Valley Farmers Ltd has a median (middle) gender pay gap of 0.88% and a mean (average) gender pay gap of 18.15%.

Mole Valley Feed Solutions Ltd has a median (middle) gender pay gap of 21.22% and a mean (average) gender pay gap of 25.55%.



BONUS PAY GAP
(This represents the number of males and females who receive a bonus, and what the difference was in terms of payment).

BONUS PAY GAP

Mole Valley Farmers Ltd

Median 50%
Mean 69.33%

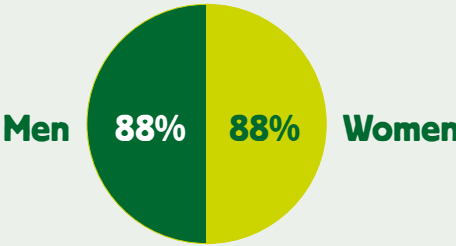
GENDER PAY GAP

Mole Valley Feed Solutions Ltd

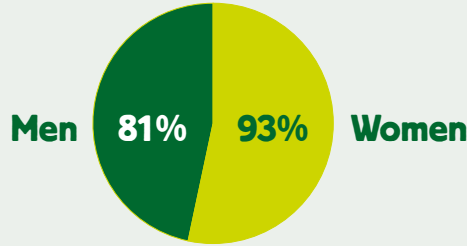
Median -50.83%
Mean 48.45%

Percentage of men and women receiving a bonus

Mole Valley Farmers Ltd



Mole Valley Feed Solutions





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Mole Valley Farmers embrace the opportunity to bring into focus the people and pay demographic of our business.

The continued effort to actively seek out ways to improve our gender pay gap is set against a background of organisational sustainability in a difficult economic market. It is widely acknowledged that there is a traditional representation of men in long established positions in agricultural sales, and we continue to work hard to attract female senior managers from a small pool of knowledgeable candidates.

Whilst the predominately rural retail arm of the business shows a strong equality of the payment of bonuses for men and women, the average value of the bonus is 50% greater for men than women. This difference is attributable to a greater number of men holding more senior management roles throughout Mole Valley Farmers and Mole Valley Feed Solutions. The data for Mole Valley Feed Solutions Ltd clearly demonstrates that the median of the average rate for women is greater than that for men.





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How are we addressing our gender pay gap?

Our Values have been recently reviewed and are now articulated in a clear narrative that provides a framework to enable us to recruit, retain and develop talent with an emphasis on diversity and inclusion. The Gender Pay Gap report is an integral tool to achieving this aim.

At the heart of our values is a culture of putting customers first, honesty, commitment, knowledge, courage and offering solutions. Our people strategy supports this through nurturing a culture of development, inclusivity, wellbeing and Mole heroism.

By the start of our next financial year we endeavour to implement a new values-driven, evidence-based performance management and reward process, strengthen our values-enabled people policies and advertise our flexible vacancies across a number of female focused social media channels.





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