



Mole Valley
FARMERS

Gender pay gap report 2018

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.

It is our mission to remain farmer-owned with a primary focus on building a long-term sustainable business with growing scale to ensure we continue to influence the pricing of farm inputs, supply chain efficiencies and marketing of farm inputs.

We have embraced the new government legislation which has meant that from April 2017, all organisations that employ over 250 employees are required to report annually on their gender pay gap.





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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.

Agriculture is a very male dominated sector and has been for many decades. However, Mole Valley Farmers has been a key player in bringing more women into the sector and as our statistics demonstrate we have a healthy male and female balance.

We believe in creating a diverse workforce which reflects the agricultural sector we serve.

Mole Valley has chosen to represent the combined gender pay gap figures of Mole Valley Farmers Limited and Mole Valley Feed Solutions Limited. This is due to the fact we wish to represent the overall position of our organisation which is run as one business, it just happens to be subject to a two legal entity structure.





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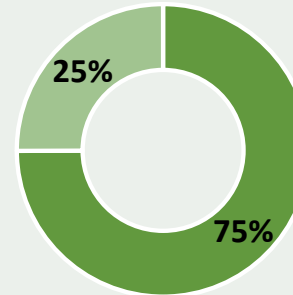
The gender pay gap is an equality measure that reports the difference in average (mean & median) earnings between men and women. It is not the same as equal pay.

To provide more context to the report, Mole Valley employed 966 men and 909 women at report date.

GENDER DISTRIBUTION

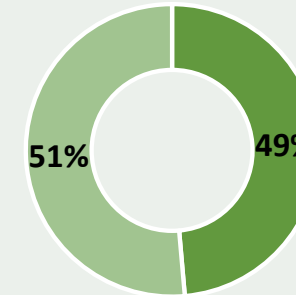
(The % proportion of males and females in each pay quartile)

Upper Quartile



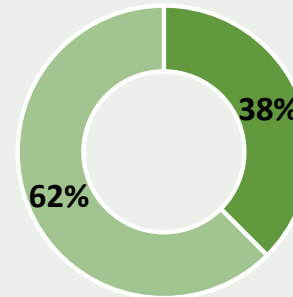
Male Female

Upper Middle Quartile



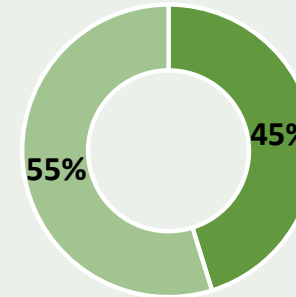
Male Female

Lower Quartile



Male Female

Lower Middle Quartile



Male Female





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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 employed 966 men and 909 women at report date.

PAY DATA

GENDER PAY GAP

(Difference between gross hourly earnings for all men and all women employed at report date)

> **Median 14.39%**

> **Mean 25.45%**

We have a mean (average) gender pay gap of 25.45% and a median (middle) gender pay gap of 14.39%.

This is smaller than the current national median average of 18.4%, but there is still work to do to close the gap.





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BONUS PAY GAP

(Difference between gross hourly earnings for all men and all women employed at report date)

BONUS PAY GAP

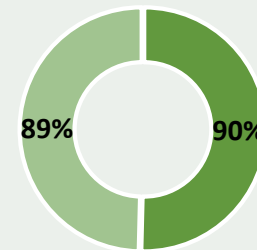
GENDER PAY GAP

(Difference between gross hourly earnings for all men and all women employed at report date)

> **Median 13.22%**

> **Mean 69.33%**

% Proportion of men & women receiving a bonus



■ Male ■ Female





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

We will continue to look at ways we can improve our gender pay gap and look at our overall reward strategy.

Although our statistics demonstrate we have a healthy male and female balance, we continue to struggle to attract female senior managers into the sector as the historical profile of the industry continues to be a key factor.





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Whilst we recognise the difference in gender pay, we also appreciate and understand why it is in existence. Our continued work and focus will help us consider new ways to improve the gap.

Bonus is a factor in the sector, in particular our feed business and the sales personnel who are commission based.

Our business is split 50-50 in Agricultural Feed and Farming products and Rural retailing. The retailing part of our business is more female dominated, however the roles do not qualify for the same levels of bonus or incentives as it falls into a different sector and remuneration model to the agricultural sector. This is also a significant factor in the bonus gender pay gap.

Mole Valley has included all payments above base pay which are recognition related. This includes merit awards, bonus and commission. It is our intention to bring into focus the definitions of 'bonus' so the report actually represents the true bonus's paid in the business. It will also be our intention to review our bonus structures as it is clear from the segmented data of Mole Valley Farmers Limited and Mole Valley Feed Solutions that the extent to which we pay bonus is in our feed business as this represents the sector remuneration more readily. However we can always consider different ways to incentivise our people to ensure consistency fairness and above all equality.





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