



Mole Valley
FARMERS

Gender pay gap report 2020

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Mole Valley Farmers is proud to be at the heart of the rural community and UK agriculture, and we are committed to our vision of leading the agricultural and rural retailing sector in the UK.

We embraced the government legislation which required companies with more than 250 employees to report on their gender pay gap.

This report sets out the gender pay gap for Mole Valley Farmers Limited and Mole Valley Feed Solutions Limited, based on the data which encompassed the 5 April 2020 snapshot date.

The report has been prepared in line with the UK Government's methodology. In addition, we share context around the figures, activities we are undertaking to narrow the gap.





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The gender pay gap measures the difference between the earnings of men and women within an organisation and looks at both the mean and median rates of pay within the company.

It is important to differentiate this from equal pay, which deals with pay differences between men and women who carry out the same or similar jobs or work of equal value. The gender pay gap shows the difference in average pay between all men and women within a workplace.

As so many businesses across the country, we were also impacted by the COVID-19 pandemic. As an 'essential business', we continued to operate throughout the periods of national lockdown and local restrictions. Throughout the pandemic, our key priority has been to the health, safety and wellbeing of our colleagues, customers and business partners. To enable people to look after their health or assume caring responsibilities for their families, 255 employees from Mole Valley Farmers and 19 employees of Mole Valley Feed Solutions were furloughed during April 2020. In line with government guidance, these colleagues have been excluded from the pay calculations for this report.

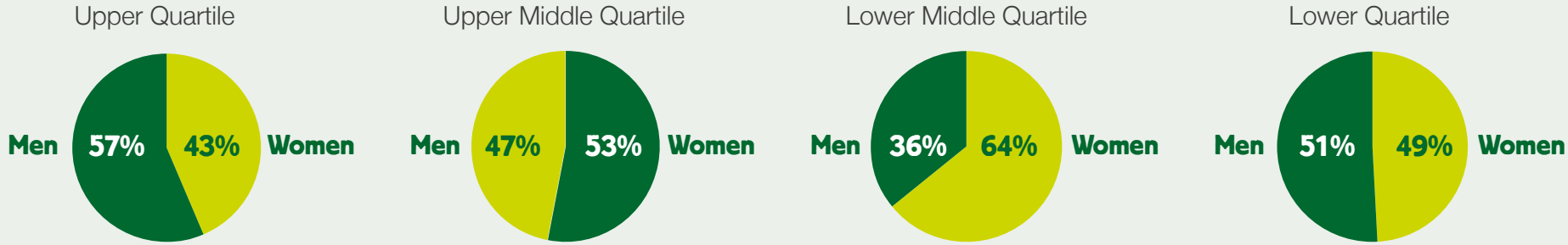


GENDER DISTRIBUTION (The % proportion of males and females in each pay quartile)

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.

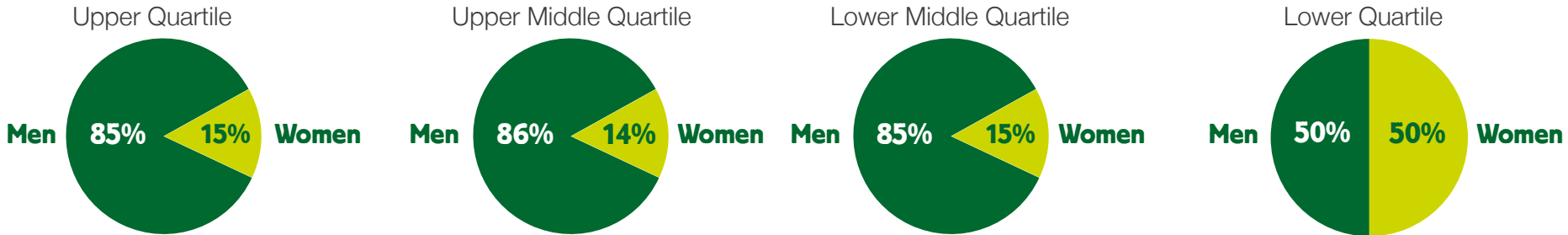
Mole Valley Farmers Ltd

Of the 1,347 colleagues reported in our Gender Pay Gap at the snapshot date, 642 (48%) were male, and 705 (52%) were female.



Mole Valley Feed Solutions Ltd

In total, 286 colleagues fell within the parameters for the Gender Pay Gap report at the snapshot date. 68 (24%) of these colleagues were female and 218 (76%) were male.



Overall, our gender profiles have remained broadly consistent in comparison with our 2018 report.



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GENDER PAY GAP

This is the difference between gross hourly earnings for all men and women considered Relevant Pay Employees at the reporting date on 5 April 2020.

PAY DATA

Mole Valley Farmers Ltd

Median 1.4%

Mean 15.5%

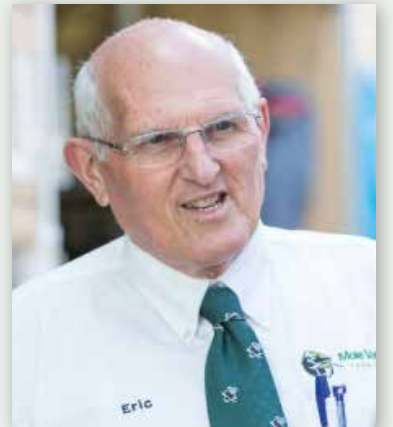
Mole Valley Feed Solutions Ltd

Median 17%

Mean 22.1%

Mole Valley Farmers Ltd has a median (middle) gender pay gap of 1.4% and a mean (average) gender pay gap of 15.5%.

Mole Valley Feed Solutions Ltd has a median (middle) gender pay gap of 17% and a mean (average) gender pay gap of 22.1%.





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BONUS PAY GAP

The bonus pay gap indicates 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 56.5%

Mean 86.7%

GENDER PAY GAP

Mole Valley Feed Solutions Ltd

Median 26.7%

Mean 20%

Percentage of men and women receiving a bonus

Mole Valley Farmers Ltd

Male 5.5%

Female 5%

Mole Valley Feed Solutions Ltd

Male 28%

Female 2.5%



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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 and social climate.

We are proud to have been able to support our colleagues who needed to shield for themselves or for others during the COVID-19 pandemic, which had impacted the reporting of our Gender Pay Gap. Of the 22 colleagues furloughed in Mole Valley Feed Solutions in April 2020, 18% were female, with 62% of furloughed colleagues being female in Mole Valley Farmers.

It is widely acknowledged that there is a traditional representation of men in long established positions in agricultural sales, although there are very encouraging signs of the number of females studying agricultural courses and coming through into employment. We continue to work hard to attract females into the Feed Solutions business and have seen an upturn in female applications. We have improved our female leadership in our Mill Manufacturing by 50%. We now have two Mill Managers leading our manufacturing facility. We continue to invest in our internal learning and development, and celebrated our first cohort of the Mole Development Programme in January 2020. The graduates of this programme are set to become our future leaders and will play a strong role in our future. Additionally, we launch our first graduate programme this Autumn, aiming at bringing more female talent into the organisation.

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 56.5% greater for men than women. This difference is attributable to a greater number of men holding more senior management roles throughout Mole Valley Farmers. As our learning and development, attraction and retention strategies continue and grow, we are confident that the gap will reduce over time.





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