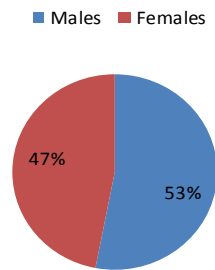


# 2018 Gender Pay Gap Report for Drimbawn (UK) Limited

Drimbawn (UK) Mushrooms is a subsidiary of the Monaghan Mushrooms Group. The Company grows and supplies fresh mushrooms.

This Gender Pay Gap report is based on data as at 5<sup>th</sup> April 2018. As at this date we employed 924 employees in Great Britain (53% were Males and 47% were Females).

## Workforce April 2018



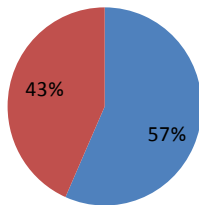
## Our Pay Gender Gap is

Mean	Median
-1.8%	-7.6%

The proportion of Males/Females in each quartile Pay Band is as follows:

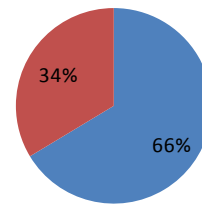
### Lower Quartile

■ Male ■ Female



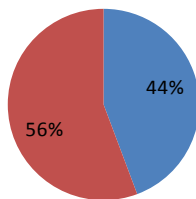
### Lower Middle Quartile

■ Male ■ Female



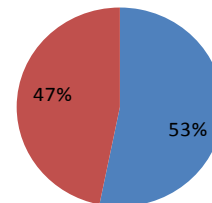
### Upper Middle Quartile

■ Male ■ Female



### Upper Quartile

■ Male ■ Female



## Our Bonus Gender Gap is

Mean	Median
-30.2%	-150.3%

## Commentary

- 10.61% of males and 9.45% of females receive a bonus
- A larger proportion of females are Harvesting Supervisors and the bonus potential is higher
- A larger proportion of males hold Operational/Growing roles and the bonus potential is lower
- Site Management Teams are evenly split by gender
- We are an equal opportunities employer and continue to encourage applications from all