

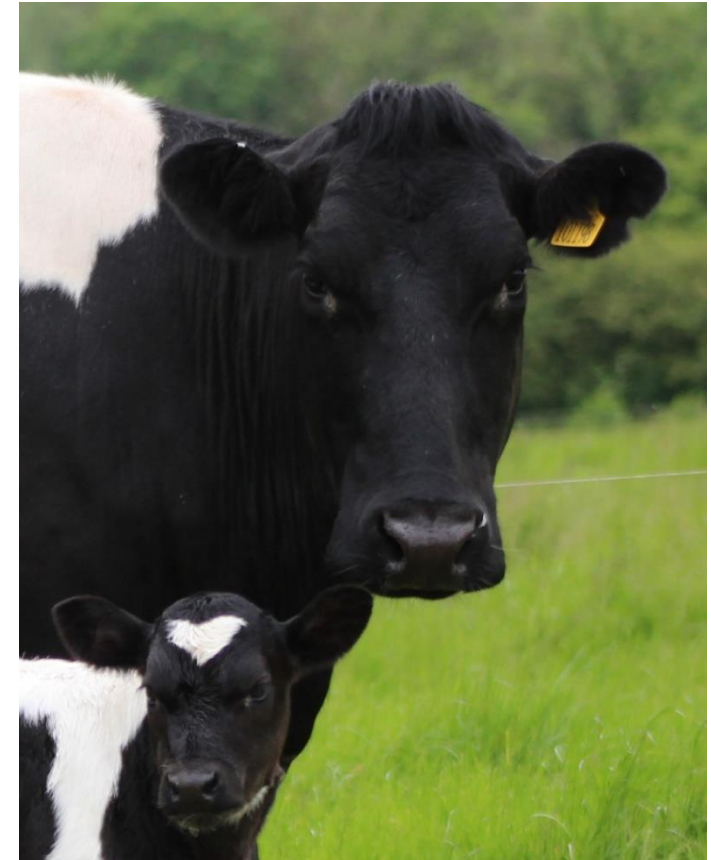
Welcome to our 2020 Gender Pay Report

The Gender Pay report for 2020 for Genus Breeding Limited is provided in this document and this is the third year we have disclosed this information.

Genus Breeding is a subsidiary of Genus plc, a global leader in bovine and porcine genetic improvement, which employs more than 3,300 people globally in 25 countries. All individual businesses within Genus are united by a common vision and core values. It seeks to create working environments that have a positive and inclusive culture, built on mutual respect and equal opportunity.

Genus Breeding Limited (GBL) is the largest subsidiary operating in the UK and employs around 700 people. This is the only legal entity covered by the Gender Pay disclosure legislation, with any other employing entities employing less than 250 employees.

GBL is one that is showing increasing levels of diversity, where people from different backgrounds come together to transform how we nourish the world. We are committed to developing people's careers successfully regardless of their gender. We support the development of individuals through the business in line with our organisational values. These define and shape the way we operate and serve customers. We strive to make all employees within Genus feel part of an inclusive culture where their contribution can be maximised, and they are able to be themselves within the workplace.



Gender pay looks at the differences in reward between *all* men and women within Genus Breeding Limited. Gender pay is different to equal pay, which looks at any differences in pay between *individual* men and women carrying out *the same or similar* jobs.

Our Headline Gender Pay Gap

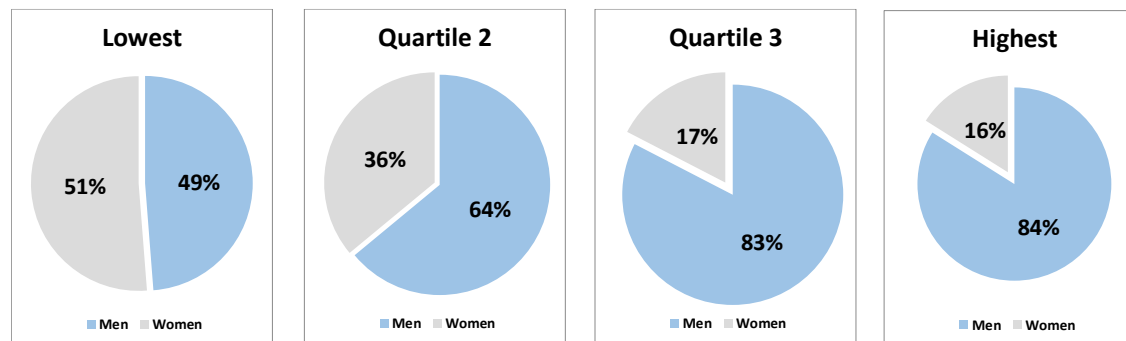
Our headline analysis of median and mean gender pay (based on hourly rates of pay at 5 April 2020) is as follows:

	Mean difference between men and women	Median difference between men and women
Hourly Rate	18.9%	23.4%

The mean gap is the amount by which the average pay of all men exceeds the average pay of all women. The median gap is the amount by which the pay in the middle of the ranking of all pay for men exceeds the same middle rank number for women.

Gender distribution within pay quartiles

The distribution below shows the gender distribution across each of our four pay quartiles within Genus Breeding Limited.



Comparison with 2019

Our gender pay gap has increased slightly during the year. This reflects some key changes in the overall demographics of our workforce.

- A significant increase in number of female employees joining the business (over half of recruits into the business were female)
- An overall increase in females in the business compared to 2019 of 20% (with no change in the number of males).
- Many of the joiners to the business occupying lower level or entry roles (including graduate positions)

Further insight on the breakdown of our Gender Pay Gap is shown on the next page.

We have highlighted the following characteristics that led to the gap disclosed above.

Women in senior positions	Sales Teams Remuneration	Changing gender mix of our workforce	Roles filled between genders
<p>Men occupy far more senior roles than women within the business. As people fill more senior roles their levels of pay and incentives rise, and this gives rise to a pay gap.</p> <p>We have seen a slight increase in the proportion of senior roles filled by women and are focussed on ensuring that progression or recruitment into these roles is based on skills and experience.</p> <p>We have a track record of developing individuals within the business into bigger roles and expect the proportion of women in senior roles to continue to grow.</p> <p>We are monitoring access and participation within our development plans to ensure that there are no barriers preventing women from progression within the business.</p>	<p>Many of our sales teams have higher levels of variable pay due to the inclusion of commission payments.</p> <p>Proportionately far more of our sales teams are male, and this leads to an increase in the pay gap (and bonus gap).</p> <p>This reflects the types of roles typically done between different genders, albeit we are seeing more females progressing in sales roles.</p>	<p>Our industry has historically employed proportionately more men, and this is continuing to change. We are delighted that there has been an increase in the proportion of women joining the business. In the 12 months to 5 April 2020, 60% of all joiners to the business were female.</p> <p>Over time this reduces the overall proportion of men within our workforce, and currently 70% of our workforce is male (compared to nearly 80% four years ago).</p> <p>This led to an increase in the gender pay gap compared to the previous year, reflecting the fact that many joiners (both men and women) joined into entry or relatively junior roles (including our graduate programme).</p>	<p>Our gender pay position is influenced by the fact that the company employs more men than women, and the types of jobs they tend to do differs.</p> <p>Across the business relatively more women are in office-based roles, with proportionately more men in field-based roles across the UK. The pay gap reflects the differences in pay rates between the specific jobs, rather than pay differences between people of different genders doing the same roles.</p> <p>Across the business we have a small number of dedicated roles (such as artificial insemination technicians) which are occupied by a large number of people. In these roles there is very low or often no differentiation in pay between gender, with any difference linked to experience in role.</p>

Job framework and Compensation alignment	Employee Resource Group (ERG) - AWAKE	Board level oversight and understanding
<p>Our job framework considers the types of roles needed to operate our business and provides transparency of ways people can progress within the organisation, into different or bigger roles.</p> <p>We increasingly link development programmes to the framework, so we prepare people for the next stage in their career with us.</p> <p>Pay benchmarking ensures that we consider the market competitiveness of pay for the roles within the framework and is used to inform decisions around future pay changes.</p> <p>This helps ensure that we pay fairly for roles within our business, regardless of the gender of the person occupying the role or their compensation history.</p>	<p>Advancing Women's Advocacy, Knowledge, & Empowerment (AWAKE) is a global group formed from our Women's Leadership Forum.</p> <p>AWAKE is designed to:</p> <p><i>"Create a place for women to network, mentor, and participate in professional development programs to enable women to advance and grow in their careers. "</i></p> <p>AWAKE is developing initiatives to help female employees to network, mentor each other and participate in professional development programmes. It has active backing and sponsorship from the Genus Executive Committee.</p>	<p>The revised 2018 UK Corporate Governance Code places greater emphasis on the role of Boards in having oversight of the wider workforce and in ensuring a company culture that is aligned with the company purpose and which values diversity.</p> <p>Our gender disclosures are discussed with the Board of Genus plc (the parent company of Genus Breeding Limited). Two Non-Executive Directors of Genus plc (Lesley Knox and Lykele van der Broek) are designated Directors with accountability for workforce engagement – the so-called "employee voice".</p> <p>This part of their role has involved dedicated visits to Genus sites globally and the opportunity to have structured sessions with employees to understand their experiences of working in Genus. Sessions held during the period that this disclosure relates to include those attended by employees of Genus Breeding Limited.</p>

Our Headline Bonus Gap: 12 months to 5 April 2020



	Mean difference between men and women	Median difference between men and women
Bonus Paid	71%	87%

Genus Breeding's bonus & commission schemes are gender neutral and linked to the type of role. Some roles attract commission, some have eligibility for our annual bonus scheme, and a small number are not eligible for any form of variable pay.

As our sales force is made up of proportionately more men than women, the bonus pay gap reflects commission payments made to those in sales-based roles.

In addition, in Genus Breeding a higher proportion of women work flexibly e.g. on a part-time basis, compared to men. Therefore, the data reflects pro-rated salary and bonus / commission received by these individuals. Genus Breeding is committed to supporting the choice of any employee to work flexibly.

The proportion of employees receiving bonus pay (as defined by the Equality Act) in the 12 months to 5 April 2020 was: Men 89%, Women 68%.

I, Andrew Thompson, confirm that the information in this statement is accurate.

Signed:

02 March 2021

Andrew Thompson
Genus Breeding Limited

Comparison with 2019

- The mean and median bonus gaps have both increased slightly from those reported for the year to 5 April 2019. The mean shows an increase from 64% to 71%, and the median from 79% to 87%.
- Annual bonus awards were paid in September 2019 to eligible employees who joined the business on or before 1 April 2019. Therefore, any joiners after 1 April were not eligible for bonus awards in the year.