

GENDER PAY DISCLOSURE

Genus Breeding Limited
2021

WELCOME

The Gender Pay report for 2021 for Genus Breeding Limited is provided in this document. This is the fourth year that we have produced and disclosed this information.

Genus Breeding is a subsidiary of Genus plc, a global leader in bovine and porcine genetic improvement, which employs more than 3,500 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 only UK legal entity within the Genus group that is required to make this disclosure (as the only entity employing more than 250 employees).

GBL is a business that displays far greater levels of diversity in recent years, as will be evident by our gender disclosure. It is a business where people from different backgrounds come together to transform how we nourish the world.

GBL (and all businesses within Genus) 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.



HEADLINE RESULTS

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.

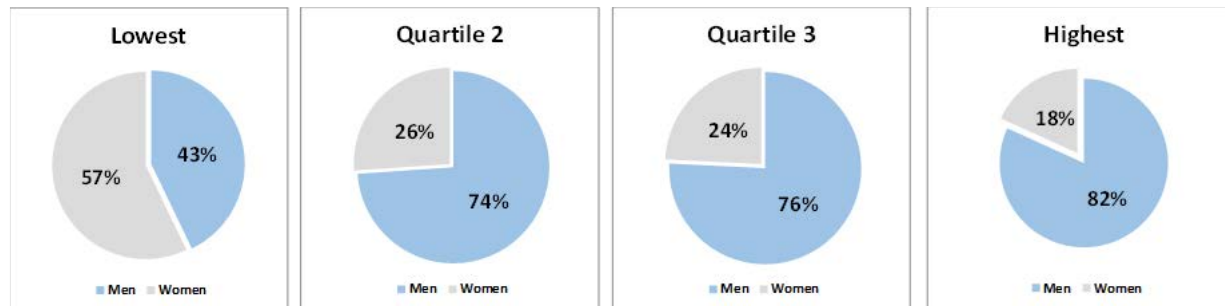
Our **Headline Gender Pay Gap** (based on hourly rates of pay at 5 April 2021) shows a reduction on that reported in 2020 as follows:

	Mean difference between men and women	Median difference between men and women
Hourly Rate	17.4%	18.4%

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



Comparison with 2020

Our mean gender pay gap has reduced by 1.5% percentage points, with a 5% reduction in our median gap. These changes reflect the continue change in our demographics within our workforce.

- A continued increase in number of female employees joining the business drawing on the trend seen in 2019. Over half of recruits into the business were female.
- The overall proportion of women in the business is currently 31% of all employees, compared to 23% in 2017
- Many of the joiners to the business – both men and women – 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.

UNDERSTANDING OUR PAY GAP

Highlighted below are some key characteristics that explain our disclosed gender pay gap:

Women in senior positions	Sales Teams Remuneration	Changing gender mix of our workforce	Roles filled between genders
<p>Men have historically occupied far more senior roles than women within the business, consistent with the wider industry sector. As people fill more senior roles their levels of pay and incentives rise, and this gives rise to a pay gap.</p> <p>This gender mix is changing and we have seen a further increase in the proportion of senior roles filled by women, and we 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>Access to specific training and development programmes (e.g. our Strategic Account Management Academy) are based on role. We monitor overall participation levels by gender 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 (albeit this is reducing), and this leads to an increase in the pay gap and bonus gap seen.</p> <p>This reflects the types of roles historically undertaken between different genders within the wider industry. However, we are seeing this change over time, and in particular with far greater progression of females into sales based 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.</p> <p>In the 12 months to 5 April 2021 over half of joiners to the business were female.</p> <p>Over time this reduces the overall proportion of men within our workforce, and currently 68% of our workforce is male. This is a reduction of 12 percentage points from our position in 2017.</p> <p>While we have had joiners at all levels of the business, most recruitment has been into more junior roles with lower rates of pay. It takes time for the impact of this change in gender balance through recruitment to be reflected in our gender pay gap.</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 skills and experience in role.</p>

ACTIONS BEING TAKEN TO ADDRESS OR MONITOR

Job framework and Compensation alignment	Employee Resource Group (ERG) – AWAKE	Board level oversight and understanding	Training and Process Development
<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 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 physical and virtual visits to Genus sites globally and the opportunity to have structured sessions with employees of Genus Breeding Limited to understand their experiences of working in the business.</p>	<p>All Senior leaders within Genus Breeding have undertaken unconscious bias training during 2020-21 as part of a global initiative across Genus Plc.</p> <p>We have additionally transitioned our internal processes to create a new team focussed on talent acquisition. This ensures that recruitment and selection activity follows processes that enable fair and consistent selection activity free of bias.</p>



ADDITIONAL INSIGHT

Our Bonus Gap

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 very small number are not eligible for any form of variable pay. Our bonus pay gap is as follows:

	Mean difference between men and women	Median difference between men and women
Bonus Paid	64%	80%

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 2021 was: Men 89%, Women 81%.

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

Signed:

Andrew Thompson
Genus Breeding Limited



Comparison with 2020

- The mean and median bonus gaps have both decreased from those reported for the year to 5 April 2020. The mean shows a decrease from 71% to 64%, and the median from 87% to 80%.
- Annual bonus awards were paid in September 2020 to eligible employees who joined the business on or before 1 April 2020. Therefore, any joiners after 1 April were not eligible for bonus awards in the year.