

# Gender Pay Disclosure 2023

## Genus Breeding Limited



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 gender 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.

### Measuring and Understanding the Pay Gap

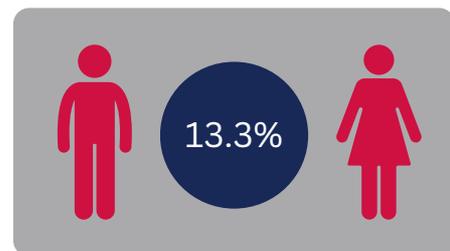
Gender pay looks at the differences in reward between all men and women within Genus Breeding Limited. Gender pay is different to equal pay, which looks at any differences in pay between individual men and women carrying out the same or similar jobs. Figures are calculated using hourly pay rates for each individual. We saw a reduction in both the mean and median pay gap from that reported for the prior year (2022: mean = 18.5%, median = 16.4%).

#### Mean Gender Pay Gap



The mean gender pay gap is the difference between mean male pay and mean female pay as at the snapshot date of 5 April 2023.

#### Median Gender Pay Gap



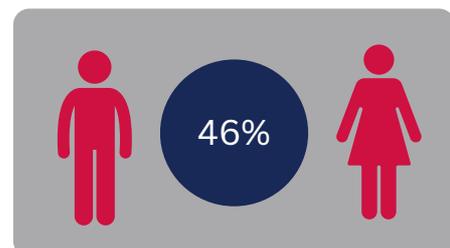
The median gap is the difference between the employee in the middle of the range of male pay and the middle employee in the range of female pay as at the snapshot date of 5 April 2023.

#### Mean Bonus Gender Pay Gap



The figure considers the mean bonus pay of all male and female relevant employees who were paid bonuses (as defined by the regulations) during the year that ended 5 April 2023.

#### Median Bonus Gender Pay Gap



The median bonus pay of all male and female relevant employees who were paid bonuses during the year ending 5 April 2023.

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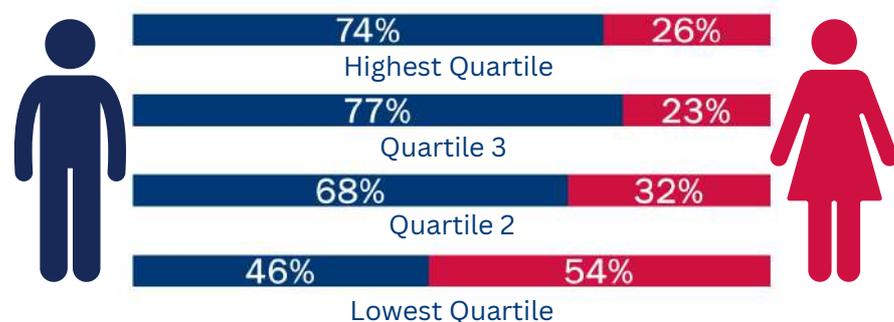
## Genus Breeding Limited



Genus Breeding's bonus and commission schemes are gender neutral and linked to the type of role within the global job framework. 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. 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.

The proportion of employees receiving bonus pay (as defined by the Equality Act) in the 12 months to 5 April 2023 was Men 88% and Women 78%.

### Proportions of males and females in each quartile pay band



For this figure all male and female employees are ordered from lowest to highest pay. The list is divided into four sections with an equal number of employees in each section. This figure shows the proportion of male and female employees in each quartile band.

### Understanding our Pay Gap

The agriculture industry historically has employed proportionately more men. We are pleased to see the gender balance in the company change over time, especially within our Future Leaders graduate programme where 57% of our graduates joining in 2023 are female.

Although we are seeing more women join the business, proportionately more of our sales team are male which leads to an increase in the pay gap and bonus pay gap seen. This is reflective of the types of roles historically undertaken by different genders within the wider industry. Across the business relatively more women are in office-based roles. 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.

While we have had joiners at all levels of the business, most of our 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.

The gender disparity in senior roles within the company is improving, with a year-on-year increase in the number of women in the highest quartile. This shift is underpinned by fair and consistent processes linked to progression and recruitment, focusing on skills and experience. The company's dedication to internal development programmes is anticipated to further enhance female representation in leadership roles.

In Genus Breeding, a higher proportion of women work flexibly compared to men. Therefore, the pay gap data reflects pro-rated salary and bonus/commission received by these individuals which is contributing in part to the pay gap. Genus Breeding is committed to supporting the choice of any employee to work flexibly.

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## What we are doing to further close the gap

### **Employee Resource Group (ERG): AWAKE**

Advancing Women's Advocacy, Knowledge, & Empowerment (AWAKE) is a global group formed from our Women's Leadership Forum. AWAKE is designed to:

“Create a place for women to network, mentor, and participate in professional development programs to enable women to advance and grow in their careers. “

AWAKE continues to play an important part in helping employees network, mentor each other and learn from guest speakers. The events are available to all Genus colleagues and are actively backed by the Genus Executive Leadership Team.

### **Reward & Recognition**

Our global job framework is now embedded in many of our processes and provides transparency in the ways employees can progress while also driving consistency in how we approach reward. Our annual pay review enforces adherence to the pay benchmark data so that employee reward remains competitive yet fair across teams. This structured approach is now being applied in our processes relating to employee benefits to drive further consistency across job roles.

### **Talent Acquisition**

With the introduction of our global Talent Acquisition team, we continue to improve our recruitment processes. Our objective with this is to improve the candidate experience throughout the process and ensure our selection methods are fair and free of bias.

### **Access to Training and Development**

Following the successful launch of our “Catalyst” training programme last year, we continue to open up varied learning opportunities for all colleagues. Our management training programme is now in its 4th year of delivery and continues to develop the skillsets of new and experienced managers. Opportunities are available for colleagues at any stage in their career, recently strengthened by the provision of a new programme for individual contributors. Colleagues are able to nominate themselves for any of our learning offerings and these are delivered in a flexible way designed to reduce the barriers to entry.

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

Signed:

Andrew Thompson  
Genus Breeding Limited

