



Our 2018 Gender Pay Report

The Gender Pay report for 2018 for Genus Breeding Limited is provided in this document and this is the second year we have disclosed this information.

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.

Gender pay looks at the differences in reward between *all* men and women within the business. 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.

Genus Breeding is a subsidiary of Genus plc, a global leader in bovine and porcine genetic improvement.

Our Headline Gender Pay Gap

Our headline analysis of median and mean gender pay (based on hourly rates of pay at 5 April 2018) is shown below.

	Mean difference between men and women	Median difference between men and women
Hourly Pay	15%	12.9%

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.

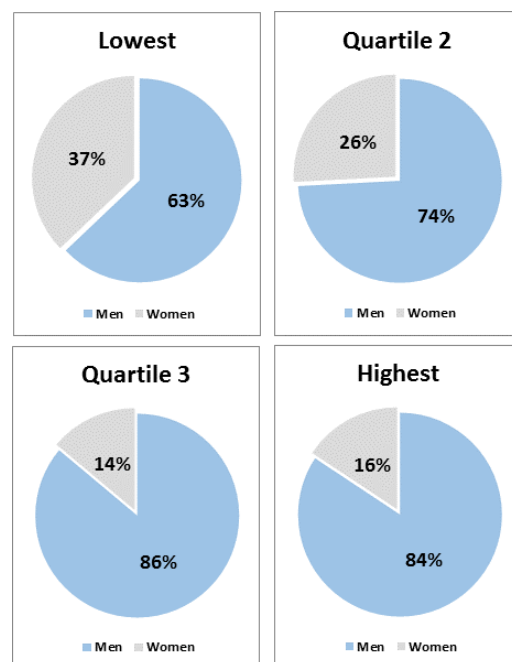
Our gender pay position is influenced by the fact that the company employs more men than women, and the types of jobs they tend to do differs. Over 75% of employees are men, which is consistent with our sector. Within the roles relatively more women are in office-based roles, with proportionately more men in field-based roles across the UK.

The pay gap highlighted above reflects the differences in pay rates between the specific jobs. Across the business we have a small number of dedicated roles (such as artificial semination technicians) which are occupied by a large number of people. In these roles there is very low or nil differentiation between gender, with any difference linked to time spent in role or experience.

Gender distribution within pay quartiles

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

- We have seen an increase in the proportion of women in our highest pay quartile since our 2017 report (from 11% to 16%).



Comparison with 2017

Our mean gender pay gap has fallen from 2017 (from 19.4% to 15%). We identified the following:

- The average hourly pay of women within the business has risen by 7% year on year. This reflects more women in more senior positions within the business.
- Overall the median gender pay gap has remained at a similar level to 2017. Hourly pay at the snapshot date includes commission payments made to staff. Proportionately far more of our employees who are eligible for commissions are male.
- If commission payments were excluded, then the corresponding gender gap figures would be 11% (mean) and 8% (median).

Our Headline Bonus Gap

	Mean difference between men and women	Median difference between men and women
Bonus Paid	69%	89%

Genus Breeding's bonus & commission schemes are gender neutral and determined only by the type of role. Some roles attract commission, some have eligibility for our annual bonus scheme, and some 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 findings reflect 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 2018 was: Men 87%, Women 71%.

Comparison with 2017

- The proportion of women receiving a bonus has increased from 65% to 71% of women.
- While the proportion of women receiving bonuses has increased, the overall difference between men and women has increased slightly from 2017.
- This reflects the higher level of commission payments typically made in 2018 (compared to 2017) due to superior business performance.
- As explained earlier in this report, field-based sales roles are occupied by proportionately more men than women, and the level of commission payments has therefore increased the mean and median differences from that reported in 2017.

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



Signed:

Date: 25 March 2019

Andrew Thompson
Genus Breeding Limited