



Our 2019 Gender Pay Report

The Gender Pay report for 2019 for Genus Breeding Limited is provided in this document and this is the third 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 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.

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 2019) is shown below.

	Mean difference between men and women	Median difference between men and women
Hourly Rate	14.4%	15.3%

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.

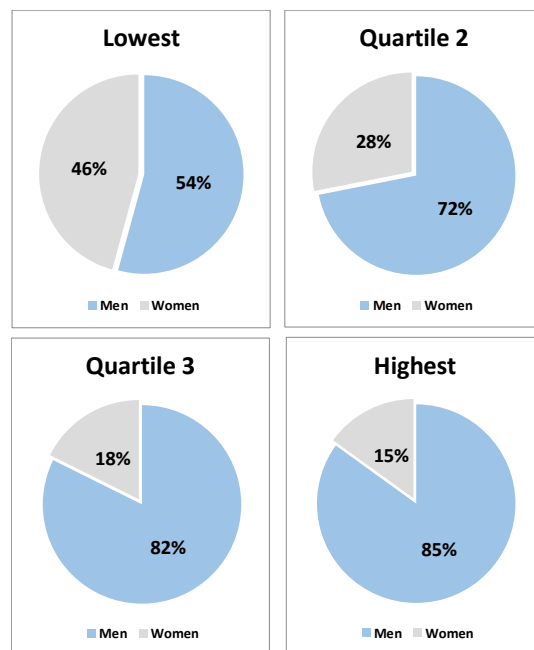
Our gender pay position is influenced by the fact that the company employs more men than women, and the types of jobs they tend to do differs. Over 73% of employees are men, which is consistent with our sector, although this proportion continues to reduce over time. Over the 12 months to 5 April 2019 over 40% of people who joined the business were women.

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 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 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.

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 15%).



Comparison with 2018

Our mean gender pay gap has fallen from 2018 (from 15% to 14.4%). Our median gender pay gap has increased (from 12.9% to 15.3%). We identified the following:

- The average hourly pay of women within the business has risen year on year (by around 7%). This is higher than the average increase for men (6%).
- We have seen increases in the number and proportion of women within the business (from 23% to around 26% of our total population).
- The slight increase in the median gender gap is attributable to the high proportion of females joining the business in entry or relatively junior roles.



Our Headline Bonus Gap: 12 months to 5 April 2019

	Mean difference between men and women	Median difference between men and women
Bonus Paid	64%	79%

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 2019 was: Men 86%, Women 73%.

Comparison with 2018

- The mean and median bonus gaps have both decreased from those reported for the year to 5 April 2018. The mean shows a reduction from 69% to 64%, and the median from 89% to 79%.
- In addition, the proportion of women receiving a bonus has increased from 71% to 73% of women. The proportion of men receiving a bonus decreased from 2018 to 86% (from 87%)
- These differences are the combined impact of bringing some roles that were previously not eligible for bonus into our bonus scheme, and the overall level of business performance in the year which was below the prior year.
- The average level of bonus reduced significantly from the prior year reflecting underlying business performance over the period.

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

A handwritten signature in black ink that reads "A Thompson".

Signed:

16th March 2020

Andrew Thompson
Genus Breeding Limited