

Dyson Farming Gender Pay Gap Report 2024

Dyson Farming is a family-owned business, with a long-term vision of producing commercially viable and environmentally sustainable high-quality food, at scale. We strive to be industry leaders in innovative carbon-neutral, technology-led agriculture, employing highly skilled, pioneering people and supported by research and development in an ever-closer partnership with our sister company, Dyson. We see the future of agriculture as an exciting opportunity to improve the nation's food security, health, and economic growth.

This is Dyson Farming's first Gender Pay Report. The purpose of this report is to provide an analysis of the Gender Pay Gap within our organisation. Company figures for 2024 are based on a single snapshot date of 5th April 2024, Dyson Farming employed 275 employees.

About Gender Pay Gap reporting

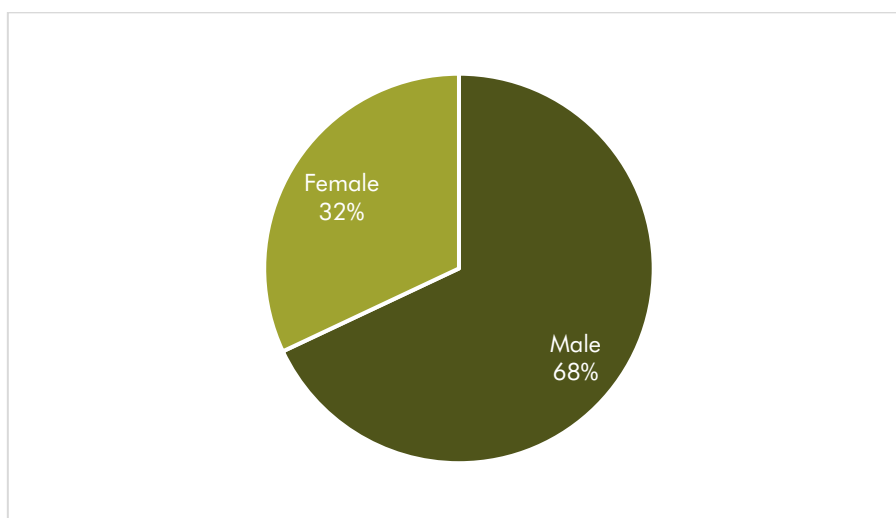
The Gender Pay Gap is the difference between the average earnings of male and female employees, expressed as a percentage of the average hourly pay rate of male employees. Both the mean and the median gaps are reported. The mean gap is calculated by totalling the hourly rates together for males and females, and then dividing this by the total number of males and females, meaning it is more prone to skew by outliers. The median gap uses the midpoint of the distribution of hourly rates for males and females instead, making it a more representative measure of the experience of male and female employees.

The Gender Pay Gap is not the same as equal pay. Equal pay is about men and women receiving equal pay for carrying out roles that are the same, similar, or of equal value. Gender Pay Gap Reporting Regulations were implemented in the UK in 2017 – all companies with 250+ employees are required to publish details of their Gender Pay Gap and bonus gap from a snapshot date.

We are committed to being an equal opportunity employer. We ensure equal pay for equal work, offering the same basic hourly rate for identical roles and responsibilities, irrespective of gender.

Gender profile

The gender profile for Dyson Farming in April 2024 was as follows:



This disparity reflects a higher representation of male employees across the farming industry. According to statistics from the UK Government's Agriculture in the United Kingdom 2023 report, approximately 60% of the agricultural workforce in the UK is male.

Dyson Farming's Gender Pay Gap

We employ both monthly paid and weekly paid employees. Overall, the data shows that the Gender Pay Gap varies depending on the type of pay (monthly, weekly, or combined), with women generally earning slightly more than men in monthly pay, while men tend to earn more when looking at the combined pay.

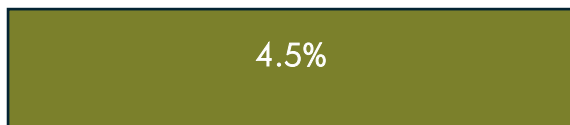
Table 1 - Average Gender Pay Gap – Pay & Bonus

	Monthly Paid	Weekly Paid	Combined
Average gender pay gap as a mean average	-0.8%	-0.3%	4.5%
Average gender pay gap as a median average	-1.6%	0.0%	0.7%
Average bonus gender pay gap as a mean average	71%	-15.2%	70.8%
Average bonus gender pay gap as a median average	50%	-57.6%	50%

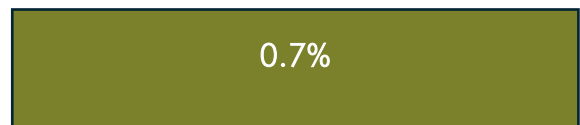
Table 2 – Gender Pay Quartiles

		Monthly Paid		Weekly Paid		Combined	
		Male	Female	Male	Female	Male	Female
Gender split		72%	28%	59%	41%	68%	32%
Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment		84%	81%	41%	36%	72%	63%
Proportion of males and females when divided into four groups ordered from lowest to highest pay. 1 st quartile = lower hourly pay quarter; and 4 th quartile = upper hourly pay quarter	1 st quartile	78%	22%	59%	41%	69%	31%
	2 nd quartile	69%	31%	59%	41%	66%	34%
	3 rd quartile	80%	20%	59%	41%	67%	33%
	4 th quartile	64%	36%	57%	43%	71%	29%

Mean 2024



Median 2024



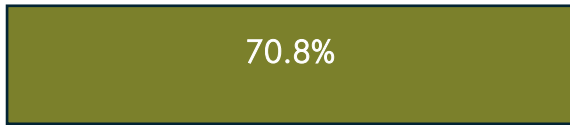
Bonus Pay

The difference in bonus awards is greater than the difference in hourly pay.

This can be attributed to actual bonus awards being included in the calculation of earnings difference, and more men achieving a higher bonus.

Average gender bonus gap

Mean 2024

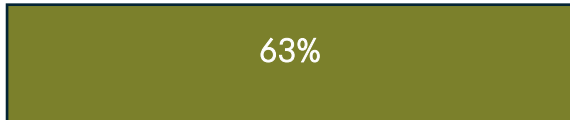


Median 2024

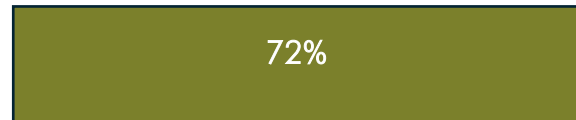


Proportion of employees receiving a bonus

Women



Men

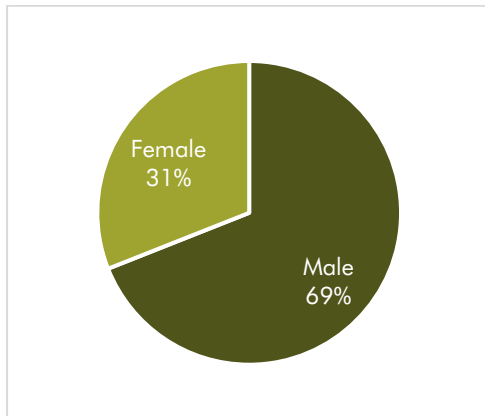


This gender imbalance is more pronounced in senior roles and positions that typically receive higher bonuses. In addition, 87% of employees that work part time are women who receive a part time bonus, further contributing to the observed differences in bonus payments between men and women.

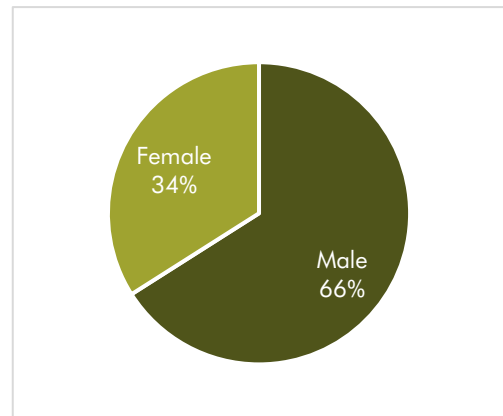
Pay Quartiles

The pie charts show the proportion of men and women in each pay quartile. The Gender Pay Gap for Dyson Farming is attributed to the higher proportion of men in the top two quartiles, not because men and women are paid unequally for doing the same work.

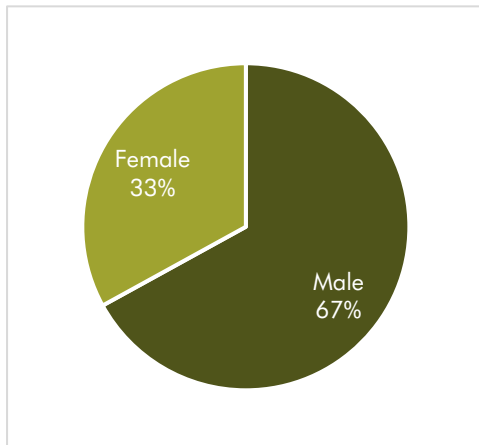
Lower Quartile



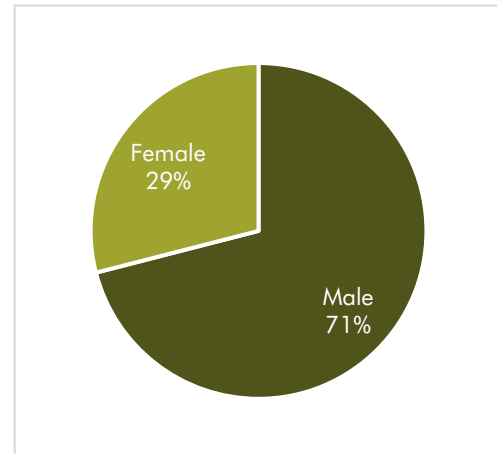
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Looking ahead

At Dyson Farming, we recognise that the Gender Pay Gap is a complex issue influenced by various factors such as access to opportunities, career progression and representation in senior leadership roles. Building on insights gained from our Gender Pay Gap reporting we are committed to fostering a diverse and inclusive workplace where all employees feel valued and supported. Our dedication to gender equality is reflected in our ongoing efforts to address the Gender Pay Gap and promote equal opportunities for career advancement.

Our Remuneration Committee continues to be influential in supporting fair pay and bonuses across Dyson Farming. We actively benchmark our salaries against industry standards to ensure that we remain competitive and progressive in our approach to gender balance. By comparing our practices with those of other leading organisations, we identify areas for improvement and adopt best practices to foster an inclusive workplace.

Dyson Farming promotes a culture of diversity and inclusion across its business. We have various employee forums and committees which have female representatives e.g., the Health and Safety Working Group. In 2024, we attended careers fairs at various secondary schools, colleges, and universities to connect women with our diverse range of opportunities at Dyson Farming, including our Placement Student and Trainee Manager opportunities.

Additionally, we have recently recruited a female Chief Financial Officer (CFO), which is the second most senior role in the business. This significant appointment reaffirms our commitment to gender balance and demonstrates our ongoing efforts to provide equal opportunities for women at the highest levels of our organisation.

To further encourage female participation in agriculture, we have implemented a range of supportive policies. These include flexible working arrangements such as compressed working hours, with 87% of our part time employees are women, enhanced family friendly policies to support out people and their families, mentorship programs, and targeted recruitment initiatives aimed at young women. Our goal is to create an environment where women feel valued and empowered to pursue careers in agriculture, from entry-level positions to senior leadership roles.

We support our line managers through their recruitment processes ensuring best practices and our management team have undertaken Diversity and Inclusion training.

In terms of learning and development, we continue to invest in and encourage our female colleagues to undertake a range of development opportunities for example, role related training such as BASIS, leadership development and coaching. Line managers are encouraged to create and maintain learning and development plans to support their teams with career progression and reaching their full potential. We promote a range of work experience opportunities such as our Summer Series work experience week and participate in a range of educational visits such as the Tractors in Schools initiative to introduce girls to the exciting opportunities in agriculture and food

production. By investing in these initiatives, we aim to break down barriers and inspire the next generation of female leaders in the industry.

Women play an integral role throughout the business across our diverse activities. We recognise this is a continuous journey and are committed to driving better awareness of gender balance, diversity, and inclusion. We are putting in place robust measures to manage Gender Pay Gap issues effectively. These measures include regular pay audits, transparent reporting, and targeted initiatives to address any disparities. Our goal is to ensure that all employees, regardless of gender, have equal access to opportunities, fair compensation, and a supportive work environment.