GENDER PAY GAP REPORTING

Last updated: 12 August 2021; snapshot date: 5 April 2020

Hourly rate

Women's hourly rate is **8% lower** (mean)
Women's hourly rate is **9% lower** (median)

Pay quartiles

How many men and women are in each quarter of the employers' payroll:

Top quartile	
88% men	**12%** women
Upper middle quartile	
84% men	**16%** women
Lower middle quartile	
81.5% men	**18.5%** women
Lower quartile	
74% men	**26%** women

Bonus

Women's bonus pay is:	
0% (same) median	**50%** lower mean
Who received bonus pay:	
81% of men	**86%** of women

This is signed to confirm that this is a true and accurate statement of Scottish Sea Farms' gender pay gap reporting.

Jim Gallagher
Managing Director
Scottish Sea Farms