

## Scottish Sea Farms Ltd

### Gender Pay Gap Reporting

3<sup>rd</sup> March 2022  
Snapshot date: 05/04/21

#### Hourly Rate

Women's hourly rate is **8.2% lower** (mean)  
Women's hourly rate is **2.6% higher** (median)

#### Pay Quartiles

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

Top Quartile		
<b>86.5% Men</b>		<b>13.5% Women</b>
Upper Middle Quartile		
<b>79.2% Men</b>		<b>20.8% Women</b>
Lower middle quartile		
<b>86.5% Men</b>		<b>13.5% Women</b>
Lower Quartile		
<b>84.4% Men</b>		<b>15.6% Women</b>

#### Bonus

Women's bonus pay is  
**0% (same) Median**                      **8.4% lower Mean**

Who received bonus pay:  
**77.0% of Men**                              **80% 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