

In December 2021, Scottish Sea Farms acquired Grieg Seafood Shetland, welcoming an additional 186 employees onto the team – 146 men and 40 women – which has affected some of our figures, detailed below.

We remain as committed as ever to increasing the percentage of women within our business and take the issue of equal pay very seriously: from basic rate of pay right through to discretionary bonuses.

Mean pay

Women's mean pay gap (hourly rate)	2022 3%	Compared to 2021 ↓ 5.2%
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Our mean pay gap has reduced by 5.2% since the snapshot date in 2021 due to women's wages increasing by 42% in comparison to men's wages increasing by 29%.

Median pay

Women's median pay gap (hourly rate)	2022 9%	Compared to 2021 ↑ 6.4%
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Our median pay gap has increased by 6.4% since the snapshot date in 2021. This is primarily due to the acquisition of Grieg Seafood Shetland with a significant number of the women employed holding non-shift-based positions. (Shift roles often have additional allowances, included within the hourly pay calculation.)

Pay quartiles

Proportion of men/women in each pay quartile	Q1	Q2	Q3	Q4
Men	86%	84%	83%	76%
Women	14%	16%	17%	24%
% change	↑ 0.5%	↓ 4.8%	↑ 3.5%	↑ 8.4%

The acquisition of Grieg Seafood Shetland brought an additional number of higher-paid males in leadership roles, increasing the upper middle quartile for men (Q2) and positioning more women in the lower middle and lower quartiles (Q3 and Q4). As with median pay, the higher number of women in non-shift-based roles is also reflected.

Median bonus pay

Women's median bonus pay gap	2022 0%	Compared to 2021 ↔
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As with 2021, there was no difference between men and women's median bonus pay.

Mean bonus pay

Women's bonus pay gap	2022 11% higher	Compared to 2021 ↑ 19.4%
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Our mean bonus pay gap has increased from 8.4% lower in 2021 to 11% higher in 2022, due to additional bonus payments being made.

Who received bonus pay

	2022	Compared to 2021
% receiving a bonus	Men 62%	↓ 15%
	Women 60%	↓ 20%

Both the percentage of men and women receiving bonus pay reduced. This was due to the 186 new employees transitioning across to Scottish Sea Farms on 1 March 2022, some months after the December 2021 bonus pay date.

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