

After the acquisition of Grieg Seafood Shetland which saw us welcome an additional 146 men and 40 women to the team, and affected some of our figures in 2022, our most recent snapshot has seen us not only regain our previous position but also close the gap further in several areas.

Whilst we're working hard to break down perceptions of salmon farming as a primarily male career, men still account for a significantly larger proportion of our workforce, impacting on some measures.

Mean pay

Women's mean pay gap (hourly rate)	2023 0.8% higher	Mean pay gap reduced by 3.8% since '22
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By aligning hourly pay, we have reduced women's mean pay gap by 3.8%, with the result that female colleagues were paid on average 0.8% more than male colleagues.

Median pay

Women's median pay gap (hourly rate)	2023 3.6% lower	Median pay gap reduced by 5.4% since '22
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The alignment of hourly pay also helped reduce the women's median pay gap by 5.4% in 2023 compared with 2022.

Pay quartiles

Proportion of men/women in each pay quartile	Top quartile	Upper middle	Lower middle	Lower quartile
Men	84.8%	84.8%	82.9%	79.2%
Women	15.2%	15.2%	17.1%	20.8%
% change versus '22	1.2% more women	0.8% fewer women	0.1% more women	3.2% fewer women

Given the predominantly male workforce, men continued to dominate the top and upper middle quartiles, though there were small increases in the number of women in the top and lower middle quartiles.

Mean bonus pay

Women's mean bonus pay gap	2023 25.5% lower	Bonus pay gap widened by 36.5% since '22
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With men continuing to dominate the workforce and, in turn, the top and upper middle pay quartiles in which bigger bonuses are often paid, there remained a gap between mean bonus pay.

Median bonus pay

Women's median bonus pay gap	2023 0%	No change since '22
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As with 2022, there was no difference between women and men's median bonus pay.

Who received bonus pay

	2023	% change since '22
% receiving a bonus	Men 83.7%	21.7% increase
	Women 88.6%	28.6% increase

The percentage of women and men receiving bonus pay increased, with the only employees not to receive bonus pay being those with six months or less service, as is company policy.

I confirm that this is a true and accurate statement of Scottish Sea Farms' Gender Pay Gap reporting.



Jim Gallagher, Managing Director