

**Our most recent snapshot highlights the work we are doing through external benchmarking for all roles cross-company, to ensure equal pay for both men and women.**

**2024 has seen a welcome improvement for women in measures such as the median pay gap. We are continuing to focus on breaking down barriers and correcting preconceptions of salmon farming as a primarily male career.**

## Mean pay

<b>Women's mean pay gap (hourly rate)</b>	<b>2024 0.5% higher</b>	Mean pay gap reduced by 0.3% since '23
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We continue to focus on equal pay for both men and women, aiming to align hourly pay as close as possible dependant on role, resulting in female colleagues being paid on average 0.5% more than male colleagues.

## Median pay

<b>Women's median pay gap (hourly rate)</b>	<b>2024 1.5% lower</b>	Mean pay gap reduced by 2.1% since '23
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In 2024, we externally benchmarked pay to ensure that all employees were paid a competitive salary, appropriate for their role. This resulted in a 2.1% reduction in the median pay gap compared to 2023.

## Pay quartiles

Proportion of men/women in each pay quartile	Top quartile	Upper middle	Lower middle	Lower quartile
<b>Men</b>	<b>85.2%</b>	<b>84%</b>	<b>88.7%</b>	<b>78.7%</b>
<b>Women</b>	<b>14.8%</b>	<b>16%</b>	<b>11.3%</b>	<b>21.3%</b>
<b>% change versus '23</b>	<b>0.4% fewer women</b>	<b>0.8% more women</b>	<b>5.8% fewer women</b>	<b>0.5% more women</b>

Overall, our figures are similar compared to 2023. Given the largely male workforce, men continue to dominate all quartiles. There was a slight change in the makeup of the lower middle quartile (5.8% reduction in the number of women).

Colleagues are removed from pay quartiles when on reduced pay. This can be due to several reasons such as maternity leave or absence. Given the reduced number of women in the company, any omissions have greater impact on the reported figures.

## Mean bonus pay

<b>Women's mean bonus pay gap</b>	<b>2024 34.3% lower</b>	Bonus pay gap widened by <b>8.8%</b> since '23
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At Scottish Sea Farms, we pride ourselves on paying the same rate of discretionary annual bonus to employees regardless of their role or gender.

## Median bonus pay

<b>Women's median bonus pay gap</b>	<b>2024 0%</b>	No change since '23
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As with previous years, there was no difference between women and men's median bonus pay.

## Who received bonus pay

	<b>2024</b>	<b>% change since '23</b>
<b>% receiving bonus</b>	<b>Men 83.6%</b>	<b>0.1% decrease</b>
	<b>Women 88.3%</b>	<b>0.3% decrease</b>

Compared to 2023, the proportion of men and women receiving bonus pay is broadly unchanged.

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



Jim Gallagher, Managing Director