

Economic & social

Sustainability indicators

Our sustainability indicators are some of the key ways in which we measure how we are performing with regards to fish welfare, protecting the environment and benefiting the local communities in which we live and work.

(Figures last updated 05 November 2025. Please note: 2024 financial results will be publicly available from Autumn 2025.)

ECONOMIC & SOCIAL

Creating jobs

**660**

employees

Our farming activities support 660 jobs directly, the majority of them in remote and rural communities, and are estimated to support as many as 3,300 indirect jobs across the supply chain.

ECONOMIC & SOCIAL

Encouraging diversity

**83%**

Male

**17%**

Female

Where previously salmon farming was seen as a predominantly male career, we're now seeing more women apply. Currently, female employees account for 17% of our team; a figure thought to be 3% above the sector global average.

ECONOMIC & SOCIAL

Investing in skills

**74**

Modern Apprenticeships

At present, 74 of our employees are being supported to gain a Modern Apprenticeship: 23 within our mainland Scotland region, 22 within Orkney and 29 within Shetland.

ECONOMIC & SOCIAL

Buying Scottish**£165M+**

spend with Scottish suppliers annually

Annually, we now spend in excess of £165M with over 550 Scottish suppliers the length and breadth of Scotland; the result of a long-standing effort to 'buy Scottish' wherever possible.

ECONOMIC & SOCIAL

Corporation tax**£nil**

corporation tax in 2023

In 2023, no corporation tax was paid to HMRC due to losses. (2024 figures will be publicly available Autumn 2025.)

ECONOMIC & SOCIAL

Heart of the Community**£2M+**

given to local good causes

Since establishing our Heart of the Community Fund back in 2011, 1,000+ local causes around our regions have received grant awards and donations with a combined value in excess of £2M.