

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. (All figures correct as of 5 April 2023.

Where 2022 results are still to be filed with Companies House, 2021 figures are provided.)

ECONOMIC & SOCIAL

### Creating jobs



679

employees

Our farming activities support 679 jobs directly, the majority of them in remote and rural communities, and are estimated to support as many as 3,395 indirect jobs across the supply chain.

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### 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.

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### Investing in skills



55

Modern Apprenticeships

At present, 55 of our employees are being supported to gain a Modern Apprenticeship: 12 within our mainland Scotland region, 15 within Orkney and 28 within Shetland.

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## Buying Scottish



**£100M+**

spend with Scottish suppliers annually

Annually, we now spend in excess of £100M with over 700 Scottish suppliers the length and breadth of Scotland; the result of a long-standing effort to 'buy Scottish' wherever possible.

ECONOMIC & SOCIAL

## Corporation tax



**£5.8M**

corporation tax in 2021

In 2021 alone, our farming activities contributed £5.8M in corporation tax to HMRC. (2022 figures will be publicly available Autumn 2023.)

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## Heart of the Community



**£1.7M+**

given to local good causes

Since establishing our Heart of the Community Fund back in 2011, local causes around our regions have shared in 707 grant awards with a combined value in excess of £1.7M.