

**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 17 March 2024. Please note: 2023 financial results will be publicly available from Autumn 2024.)

**ECONOMIC & SOCIAL**

### Creating jobs

**647**

employees

Our farming activities support 647 jobs directly, the majority of them in remote and rural communities, and are estimated to support as many as 3,235 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

**87**

Modern Apprenticeships

At present, 87 of our employees are being supported to gain a Modern Apprenticeship: 24 within our mainland Scotland region, 23 within Orkney and 40 within Shetland.

## ECONOMIC &amp; SOCIAL

**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 &amp; SOCIAL

**Corporation tax****£2.8M**

corporation tax in 2022

In 2022 alone, our farming activities contributed £2.8M in corporation tax to HMRC. (2023 figures will be publicly available Autumn 2024.)

## ECONOMIC &amp; SOCIAL

**Heart of the Community****£1.8M+**

given to local good causes

Since establishing our Heart of the Community Fund back in 2011, 505 local causes around our regions have shared in 873 grant awards with a combined value in excess of £1.8M.