

Scottish Sea Farms Ltd

Gender Pay Gap Reporting

April 2018

Hourly Rate

Women's hourly rate is **2.7% higher** (mean)

Women's hourly rate is **3% higher** (median)

Pay Quartiles

How many men and women are in each quarter of the employers' payroll

Top Quartile

83% Men

17% Women

Upper Middle Quartile

81% Men

19% Women

Lower middle quartile

88% Men

12% Women

Lower Quartile

82% Men

18% Women

Bonus

Women's bonus pay is

0% (same) Median

33% lower Mean

Who received bonus pay

81% of Men

90% of Women

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



Jim Gallagher
Managing Director