

Scottish Sea Farms

Gender Pay Gap reporting

4 April 2019
Snapshot date: 05/04/18

Hourly rate

Women's hourly rate is **0.7% lower** (mean)
Women's hourly rate is **1.3% higher** (median)

Pay quartiles

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

Top Quartile	
86% Men	14% Women
Upper Middle Quartile	
79% Men	21% Women
Lower middle quartile	
86% Men	14% Women
Lower Quartile	
83% Men	17% Women

Bonus

Women's bonus pay is
0% (same) Median **24% lower mean**

Who received bonus pay
80% of Men **85% 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