

## Scottish Sea Farms Ltd

### Gender Pay Gap Reporting

4<sup>th</sup> March 2020  
Snapshot date: 05/04/19

#### Hourly Rate

Women's hourly rate is **3% lower** (mean)  
Women's hourly rate is **1% lower** (median)

#### Pay Quartiles

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

Top Quartile		
<b>88% Men</b>		<b>12% Women</b>
Upper Middle Quartile		
<b>80% Men</b>		<b>20% Women</b>
Lower middle quartile		
<b>83% Men</b>		<b>17% Women</b>
Lower Quartile		
<b>84% Men</b>		<b>16% Women</b>

#### Bonus

Women's bonus pay is  
**0% (same) Median**                      **41% lower Mean**

Who received bonus pay:  
**78% of Men**                                      **77% 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