

Scottish Sea Farms Ltd

Gender Pay Gap Reporting

12th August 2021
Snapshot date: 05/04/20

Hourly Rate

Women's hourly rate is **8% lower** (mean)
Women's hourly rate is **9% lower** (median)

Pay Quartiles

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

Top Quartile	
88% Men	12% Women
Upper Middle Quartile	
84% Men	16% Women
Lower middle quartile	
81.5% Men	18.5% Women
Lower Quartile	
74% Men	26% Women

Bonus

Women's bonus pay is
0% (same) Median **50% lower Mean**

Who received bonus pay:
81% of Men **86% 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