



**The Scottish  
Salmon Company**

## **GENDER PAY GAP REPORT 2018**

Kyles Vvua, Isle of Lewis

# Gender Pay Gap Reporting (2017)

It is the UK governments goal to eliminate the gender pay gap across the whole UK workforce.

The introduction of annual reporting is a key driver for this change – encouraging UK businesses to be transparent by reporting on pay and reward differences.

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 introduced the requirement for employers with 250 or more employees to carry out Gender Pay Reporting. Measuring:

- mean gender pay gap in hourly pay
- median gender pay gap in hourly pay
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of males and females receiving a bonus payment
- proportion of males and females in each pay quartile

The reference point for the data is 5<sup>th</sup> April each year. However, bonus measures are based upon 12 months data inclusive of this snapshot date.

Before the 5<sup>th</sup> April each year, The Scottish Salmon Company Limited will publish it's Gender Pay Gap Report.



# Scottish Salmon Company Limited gender pay gap results 2018

## Mean and Median Gender Hourly Pay Gap



**Result:** Positive percentage value.

### What does this mean?

As of November 2016 males received more pay than females. (GOV.UK, 2016)



**Mean:** The difference in average hourly rates of pay between male and female employees.  
**Result:** Negative percentage value.

### What does this mean?

Female employees make up 17% of the workforce within the upper middle to upper quartiles.



**Median:** The difference between the middle hourly rates of male and female employees, sorted from highest to lowest.  
**Result:** Negative percentage value.

### What does this mean?

Female employees make up 17% of the workforce within the upper middle to upper quartiles.

## Mean and Median Gender Bonus Pay Gap

The Company does not operate a bonus scheme, however, discretionary payments may be made. The company pays sales commission, long service and retirement awards.



**Mean:** The difference in average bonus payment made to male and female employees over 12 months.  
**Result:** Positive percentage value.

### What does this mean?

In 2018, The Scottish Salmon Company Limited offered a discretionary employee wide profit share. Due to the previously explained gap, this has resulted in another negative figure.



**Median:** The difference between the middle commission, long service awards and profit share bonus payments of male and female employees, sorted from highest to lowest.  
**Result:** Negative percentage value.

### What does this mean?

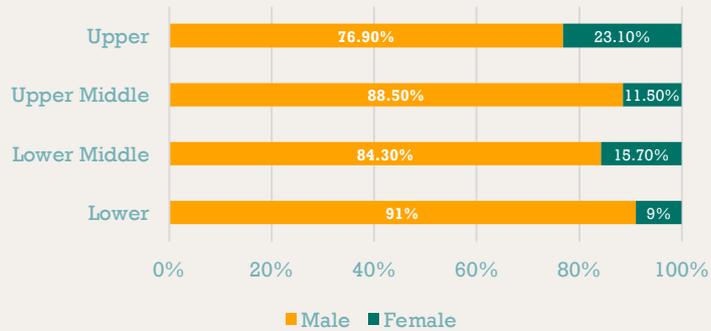
Female employees have received higher middle range profit share bonus awards in comparison to male workforce.

The Scottish Salmon Company Limited results illustrate the diversity of the business which operates across over 60 sites, over 10 locations within Scotland's rural communities. The company is committed to supporting and encouraging this diversity within all areas of the business and in all of the communities in which we operate.



# Scottish Salmon Company Limited gender pay gap results 2018

## Quartiles



**Quartiles:** Employees hourly rates sorted from highest to lowest and split into four equal sections; Upper, Upper Middle, Lower Middle and Lower.

## Proportion of Male and Females who Received a Bonus (Commission, Long Service Awards & Profit Share Bonus)



- Number of Female Employees with Bonus
- Number of Male Employees with Bonus
- Number of Female Relevant Employees
- Number of Male Relevant Employees



# Declaration

We confirm the information and data reported is accurate as of the snapshot date 5<sup>th</sup> April 2018.

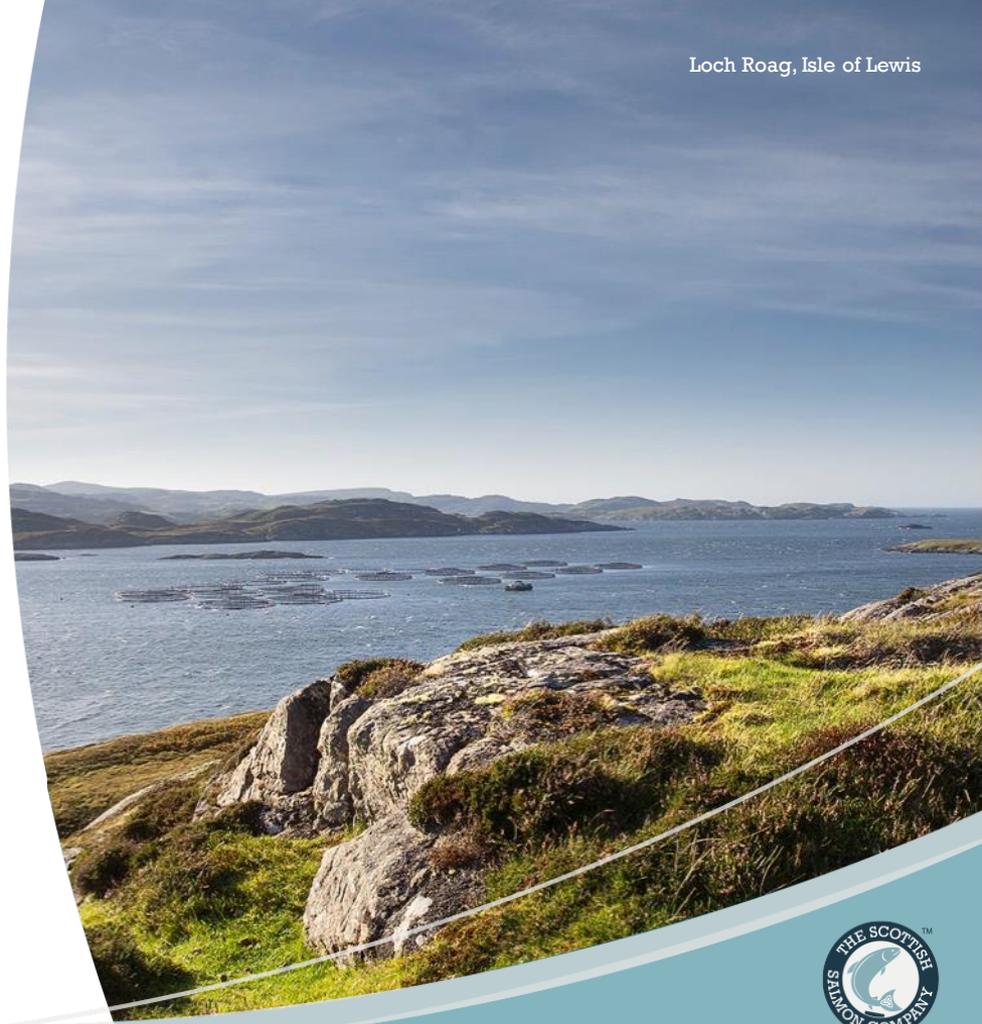


**Craig Anderson**  
Chief Executive Officer



**Fiona Larkin**  
Chief Financial Officer

References:  
GOV.UK (2019) Gender Pay Gap Reporting [online], available at  
<https://www.gov.uk/guidance/gender-pay-gap-reporting-overview> (accessed  
31/03/2019)





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