



**The Scottish
Salmon Company**



Gender Pay Gap Report 2020

Gender Pay Gap Reporting (2020)

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 5th April each year. However, bonus measures are based upon 12 months data inclusive of this snapshot date.

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



Scottish Salmon Company Limited gender pay gap results 2020

Mean and Median Gender Hourly Pay Gap



Result: Positive percentage value.

What does this mean?

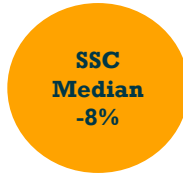
As of October 2019 males received more pay than females. (GOV.UK, 2016)



Mean: The difference in average hourly rates of pay between male and female employees.

Result: Negative percentage value.

What does this mean? Female employees received more pay than males due to proportionally more females in the upper quartile salary ranges.



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 received more pay than males due to proportionally more females in the upper quartile salary range.

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 and discretionary bonuses.



Mean: The difference in average bonus payments made to male and female employees over 12 months.

Median: The difference between the middle bonus payments made to male and female employees, sorted from highest to lowest.

What does this mean?

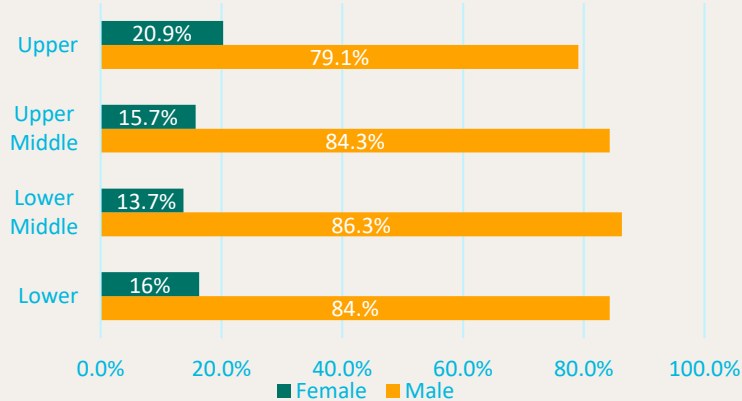
Female employees have received higher bonus awards on average and on a median basis in comparison to the male workforce.

The Scottish Salmon Company Limited results illustrate the diversity of the business which operates across over 50 sites, 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.

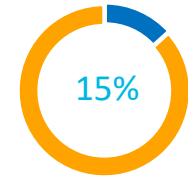
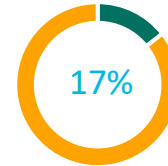


Scottish Salmon Company Limited gender pay gap results 2020

Quartiles 2020



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



■ Number of Male Employees With Bonus

■ Number Female Employees With Bonus

■ Number of Male Relevant Employees

■ Number of Female Relevant Employees

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



Declaration

We confirm the information and data reported is accurate as of the snapshot date 5th April 2020.

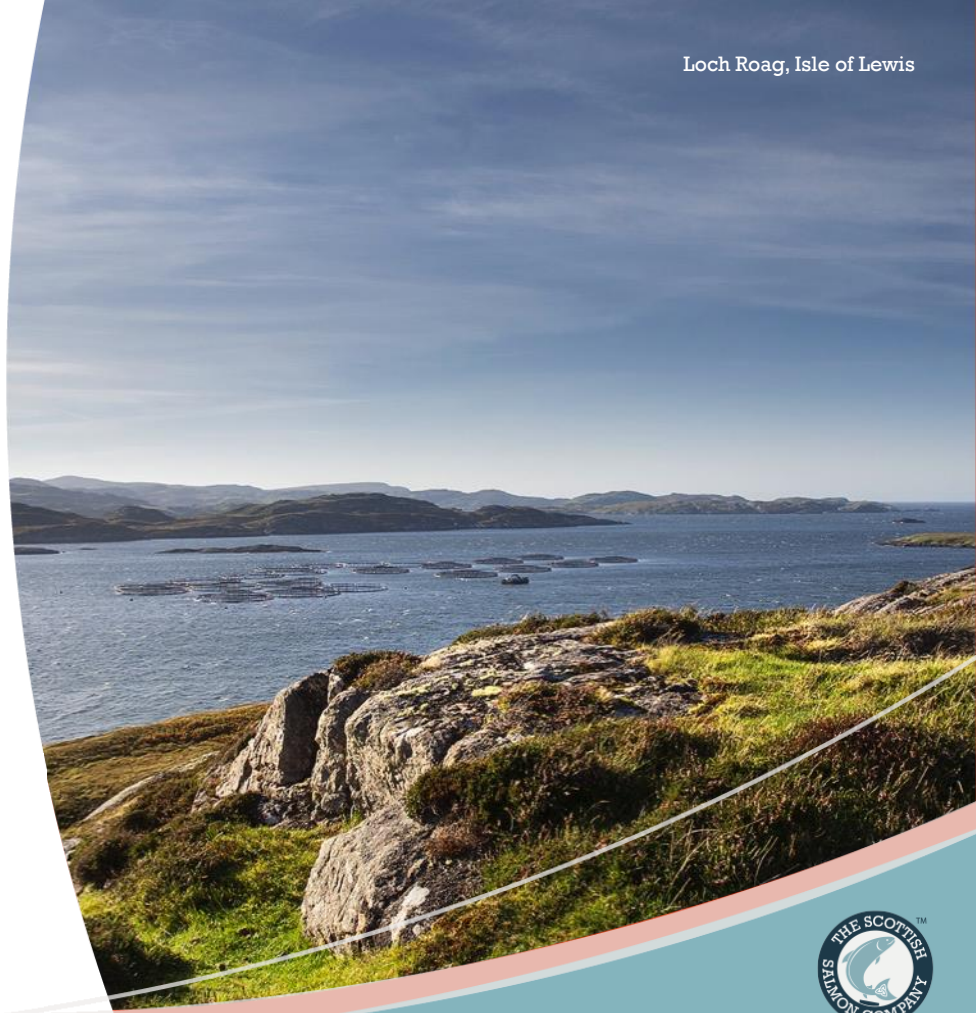


Ian Laister

Managing Director

References:

GOV.UK (2021) Gender Pay Gap Reporting [online], available at <https://www.gov.uk/guidance/gender-pay-gap-reporting-overview> (accessed **September 2021**)





The Scottish Salmon Company

The Scottish Salmon Company Limited

28 Drumsheugh Gardens,
Edinburgh, Scotland, UK
EH3 7RN

Tel: +44 (0) 131 718 8500

Email: info@scottishsalmon.com

www.scottishsalmon.com

Cairndow Office

Ardkinglas Estate, Cairndow, Argyll PA26 8BH

Marybank Office

Marybank Estate, Stornoway, Isle of Lewis HS2 0DB

Harris & Lewis Smokehouse

Sandwick Road, Stornoway, Western Isles HS1 2SL