



marine harvest

## Marine Harvest VAP UK Ltd: 2017 Gender Pay Gap Report

As part of the Equality Act 2010, all UK companies employing 250 people or more are required to report on their gender pay gap statistics. The gender pay gap is the difference in the average pay and bonuses of all men and women across an organisation. This is different from Equal Pay, which focuses on whether men and women are paid the same for carrying out the same or similar jobs. Across the UK, the gap shows that the average hourly earnings are 18.4% (median) and 17.4% (mean) (ONS 2017) lower for women than men.

The statistics are inevitably influenced by a number of external and internal factors, not accounting for (among other things) length-of-service, position, role or location; and should therefore be treated with a degree of caution. We are confident that we have equal pay for work of equal value, rewarding our colleagues for their role not their gender; and that our approach to recruitment, engagement, development and reward helps us to ensure fair treatment of all of our employees.

### Mean and median pay and bonus gap

The gender pay gap shows the difference between the pay and bonus earnings of male and female employees, expressed as a percentage of male employees' earnings

|                  | Mean<br>(average) | Median<br>(mid-point) |
|------------------|-------------------|-----------------------|
| Gender Pay Gap   | 0.0%              | 0.0%                  |
| Gender Bonus Gap | 44.6%             | 1.9%                  |

### Proportion of males and females receiving a bonus

The proportion of male and female employees who were paid any amount of bonus pay



### Proportion of employees in each pay quartile band

The proportion of male and female employees in four quartile hourly rate pay bands ranked from the lowest hourly rate to the highest hourly rate. Calculated by dividing the workforce into four equal parts

| Pay Quartile | Male  | Female |
|--------------|-------|--------|
| Upper        | 68.6% | 31.4%  |
| Upper Middle | 75.6% | 24.4%  |
| Lower Middle | 65.1% | 34.9%  |
| Lower        | 77.9% | 22.1%  |

Marine Harvest VAP UK Ltd is pleased to report that our overall averages show no significant differentials between the pay of men and women in the organisation, which we believe is reflective of our policy to base employment, recognition, reward and career development opportunities on the basis of job qualifications (eg education, prior experience) and merit, in order to maintain consistency and fairness regardless of gender. The differentials apparent in our quartile information show a more detailed picture that reflects in part the predominance of males and females within certain roles within the organisation. We will continue to monitor this and use the data to enable us to reflect on our recruitment and reward practices. This will help us continue to ensure that we have no underlying bias in the way that we select and pay people to work for the organisation.

I can confirm that the data contained in this report is accurate

**Bertil Buysse**  
Managing Director