

GENDER PAY GAP

Marine Harvest VAP UK Ltd 2018-19 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 each year.

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.

The results allow us to assess:

- The levels of gender equality in the workplace;
- The balance of male and female employees at different levels;
- How effectively talent is being maximised and rewarded.

It is important to remember as well however that the statistics are inevitably influenced by a number of external and internal factors, and do not account for (among other things) length-of-service, position, role or location. They 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 the role not their gender; and that our approach to recruitment, engagement, development and reward helps us to move towards closing the gap in the future. This year, for the first time, we are able to make a comparison against the data from previous years and start to draw conclusions from the changes.

	Mean (average)	Median (mid-point)
Gender Pay Gap	4.7%	-1.6%
Gender Bonus Gap	5.6%	0%

When comparing median hourly wages, our male median earns 98p for every £1 our female median earns.
Women's median hourly wage is 1.6% higher than men's.

When comparing mean hourly wages, women's mean hourly wage is 4.7% lower than men's. This change from last year, in combination with the movement in the median average, indicates the gap has widened as a result of women making up a bigger proportion of our entry-level positions than previously.

Proportion of males and females receiving a bonus:	Males	Females
	88.6%	92.3%

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. This year we see that:

- Women occupy 44.2% of the jobs in the upper middle quartile when last year the figure was just 24.4%. This is a positive indication that, in general, women are being promoted into more senior roles or are joining the organisation at more senior levels than previously.
- We also see an increase in the proportion of women in the lowest paid jobs (the lower quartile has moved from 22.1% last year to 28.3% this year). As with the mean pay gap though, this is better understood when viewed in context – the 'snapshot' date for this data was shortly after a big recruitment drive for entry-level roles. So we see that women are making up a more significant proportion of our new entrants than previously, but at this time hadn't yet progressed into the more skilled roles. In the longer term, with a focus on skills development, this change should contribute towards closing the gender pay gap.

The quartile data also highlights that we continue to operate in an environment with a significantly high proportion of males to females overall and this provides us an opportunity to address moving forward.

Pay Quartile	Male	Female
Upper Quartile	71.7%	28.3%
Upper Middle Quartile	55.8%	44.2%
Lower Middle Quartile	75%	25%
Lower Quartile	71.7%	28.3%

Our policy and aim is 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. We recognise that there are always opportunities to improve our people strategies however; and so we welcome the transparency and focus this reporting brings as it supports us on our journey to become an employer of choice.

I can confirm that the data contained in this report is accurate
Bertil Buysse, Managing Director