

GENDER PAY GAP

Marine Harvest (Scotland) 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	22%	2.2%
Gender Bonus Gap	-4.6%	0.3%

Proportion of males and females receiving a bonus:	Males	Females
	74.6%	85.4%

Pay Quartile	Male	Female
Upper Quartile	87.6%	12.4%
Upper Middle Quartile	88.8%	11.2%
Lower Middle Quartile	87.6%	12.4%
Lower Quartile	85.2%	14.8%

When comparing median hourly wages, our female median earns 98p for every £1 our male median earns.
Men's median hourly wage is 2.2% higher than women's.

When comparing mean hourly wages, women's mean hourly wage is 22% lower than men's. This change from last year, in combination with the significant improvement in the median average, indicates the gap has widened most at the most senior level in the organisation. This is reflective of the progression of employees with most experience in our farming sector, which historically has been male-dominated; and indicates an opportunity for us to focus on further improving access for females into leadership roles.

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 12.4% of the highest paid jobs and 14.8% of the lowest paid jobs. In 2017, women occupied 12% of the highest paid jobs and 16.2% of the lowest paid jobs and we are pleased that this indicates positive movement in women's earnings as they progress through the organisation. It highlights however 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.

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

Ben Hadfield, Managing Director