



**The Scottish  
Salmon Company**



## **Gender Pay Gap Report 2021**

## Gender Pay Gap Reporting (2021)

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 2021

## Mean and Median Gender Hourly Pay Gap



**Result:** Positive percentage value.

**What does this mean?**

As of 5th April 2020 males received more pay than females. (ONS.GOV.UK, 2021)



**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.



**Mean:** The difference in average sales commission, long service and retirement awards made to male and female employees over 12 months

**Median:** The difference between the middle sales commission, long service and retirement awards made to male and female employees, sorted from highest to lowest.

**What does this mean?**

Male employees have received higher sales commission, long service and retirement awards. on average in comparison to the female workforce however in the median basis it is the female workforce who have received higher awards.

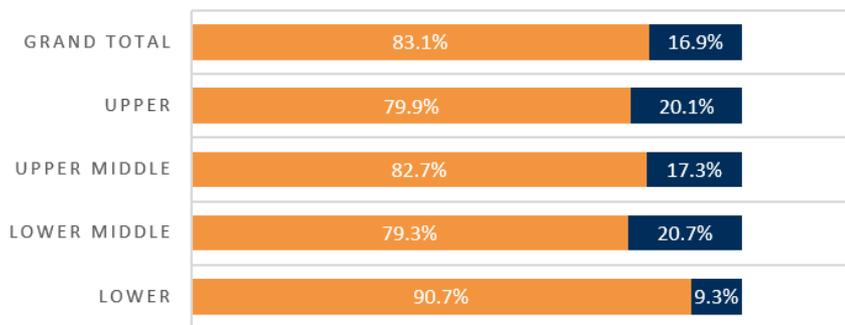
The Scottish Salmon Company Limited results illustrate the diversity of the business which operates across over 50 sites, within Scotland's rural communities. The company is committed to supporting and encouraging this diversity within all areas of the business and in all of the communities in which we operate.



# Scottish Salmon Company Limited gender pay gap results 2021

## QUARTILES 2021

Male Female



## Proportion of Male and Females who Received Commission, Long Service & retirement awards



**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 5<sup>th</sup> April 2021.

DocuSigned by:



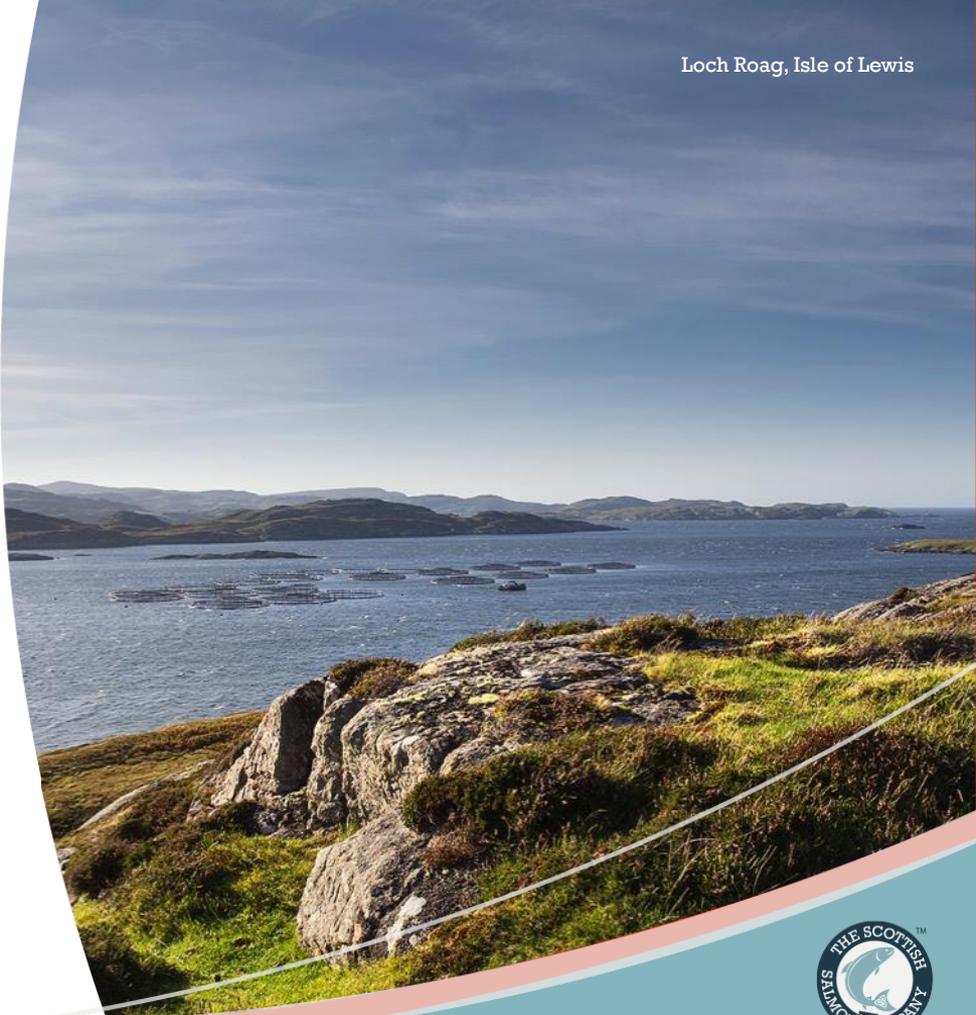
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**Ian Laister**

Managing Director

**References:**

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





## **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](mailto:info@scottishsalmon.com)

[www.scottishsalmon.com](http://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