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The Finest Salmon from
SCOTLAND

Bakkafrost Scotland Limited

Gender Pay Gap Report 2022

GENDER PAY GAP REPORTING 2022

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, Bakkafrost Scotland Limited will publish it's Gender Pay Gap Report.

GENDER PAY GAP REPORTING 2022

Mean and Median Gender Hourly Pay Gap

UK Gender
Gap
+8.3%

Overall UK Gender Pay Gap

Result: Positive percentage value.

What does this mean?

As of 5th April 2022 males received more pay than females. (ONS.GOV.UK, 2022)
3

BFS
Mean
-0.1%

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.

BFS
Median
-3.3%

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 paid a discretionary bonus during this reporting period. The company also pays long service and retirement awards, which are reflected in the figures below:

Mean

-5.2%

Median

11.1%

Mean: The difference in average bonus, retirement and long service award payments made to male and female employees over 12 months

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

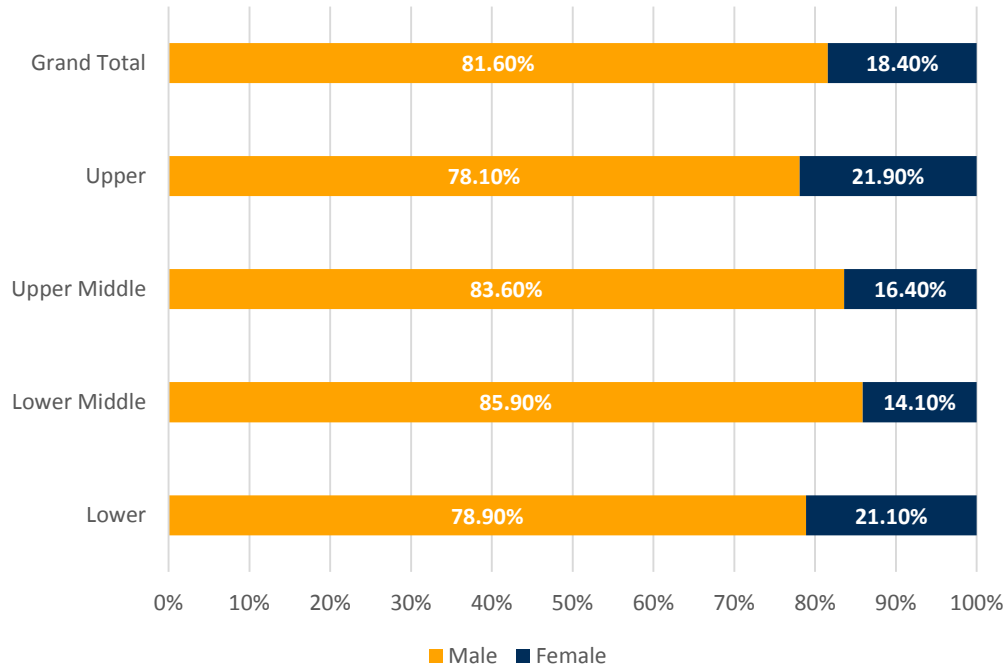
What does this mean?

Female employees received higher bonus, retirement and long service award on average in comparison to the male workforce however in the median basis the male workforce received higher awards

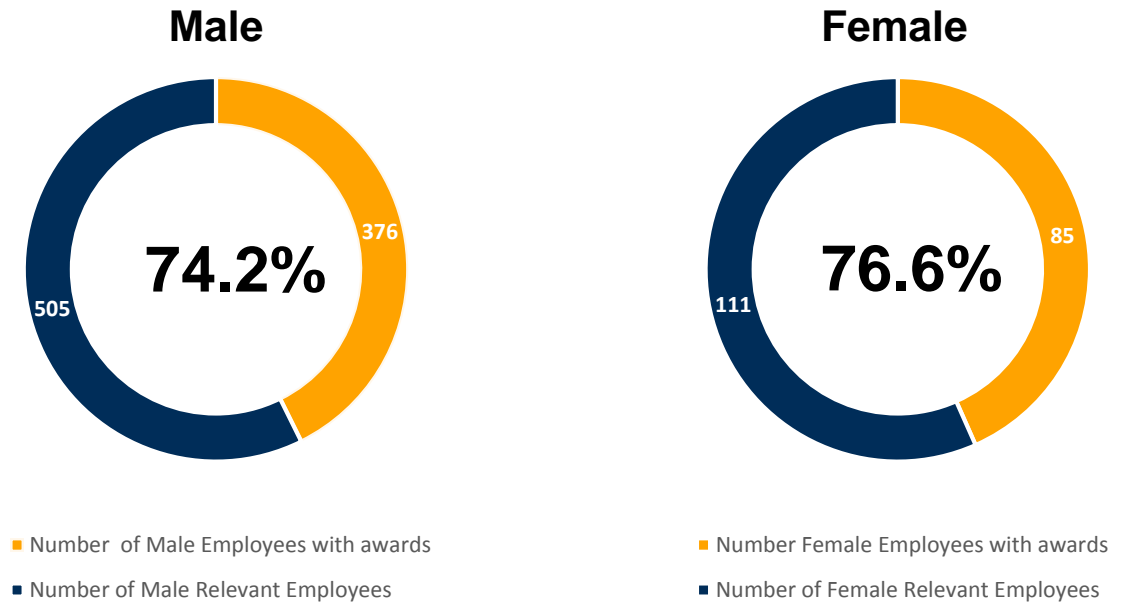
These results illustrate the diversity of the business which operates across over 50 sites, within Scotland's rural communities. The company is committed to supporting and encouraging this diversity within all areas of the business and in all of the communities in which we operate.

GENDER PAY GAP REPORTING 2022

Percentage of Males & Females per Quartile




Proportion of Male and Females who received an award (Bonus, 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.

GENDER PAY GAP REPORTING 2022 - DECLARATION

We confirm the information and data reported is accurate as of the snapshot date 5th April 2022.

DocuSigned by:

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Ian Laister
Managing Director

References:
GOV.UK (2022) Gender Pay Gap Reporting [online], available at <https://www.gov.uk/guidance/gender-pay-gap-reporting-overview> (accessed March 2023)

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