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**SCOTLAND**

Bakkafrost Scotland Limited

# Gender Pay Gap Report 2023

## GENDER PAY GAP REPORTING 2023

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It is the UK government's 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, Bakkafrost Scotland Limited will publish its Gender Pay Gap Report. Deadline for reporting is 4<sup>th</sup> April 2024 for 2023 data.

# GENDER PAY GAP REPORTING 2023

## Mean and Median Gender Hourly Pay Gap

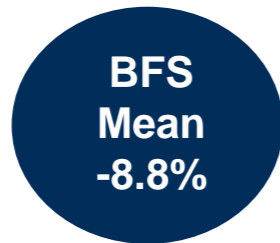


**Overall UK Gender Pay Gap**

**Result:** Positive percentage value.

**What does this mean?**

As of 5th April 2023 males received more pay than females. (ONS.GOV.UK, 2023)  
<sup>3</sup>



**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 did not pay a bonus during this reporting period.

**Mean**



**Median**



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

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

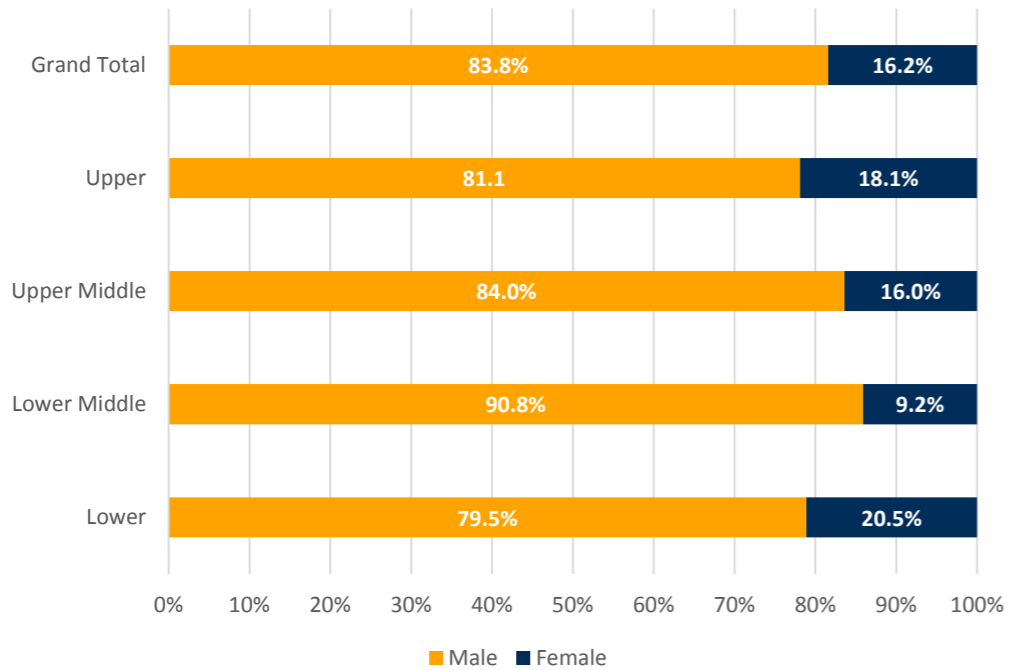
**What does this mean?**

No bonus paid in reporting period due to new Bonus Shares Scheme.

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.

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## Percentage of Males & Females per Quartile



**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 2023 - DECLARATION

**I confirm the information and data reported is accurate as of the snapshot date 5<sup>th</sup> April 2023**

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>

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