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The Finest Salmon from
SCOTLAND

Bakkafrost Scotland Limited

Gender Pay Gap Report 2025

GENDER PAY GAP REPORTING 2025

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 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 its Gender Pay Gap Report. The deadline for reporting 2025 data is 2nd April 2026.

GENDER PAY GAP REPORTING 2025

Mean and Median Gender Hourly Pay Gap

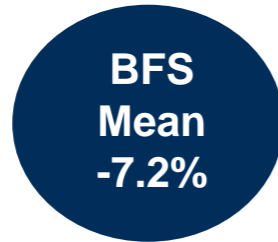


Overall UK Gender Pay Gap

Result: Positive percentage value.

What does this mean?

As of 5th April 2025 males received more pay than females. (ONS.GOV.UK, 2025)
³



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 middle 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 paid a bonus during this reporting period.



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.

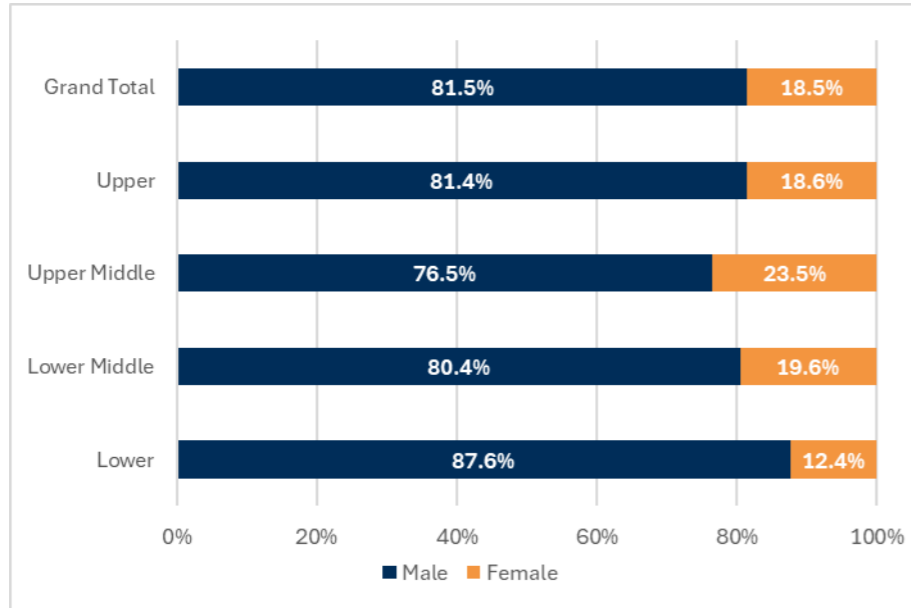
What does this mean?

The result shows that male employees received lower median bonus payments than female employees but received a higher mean bonus than female employees.

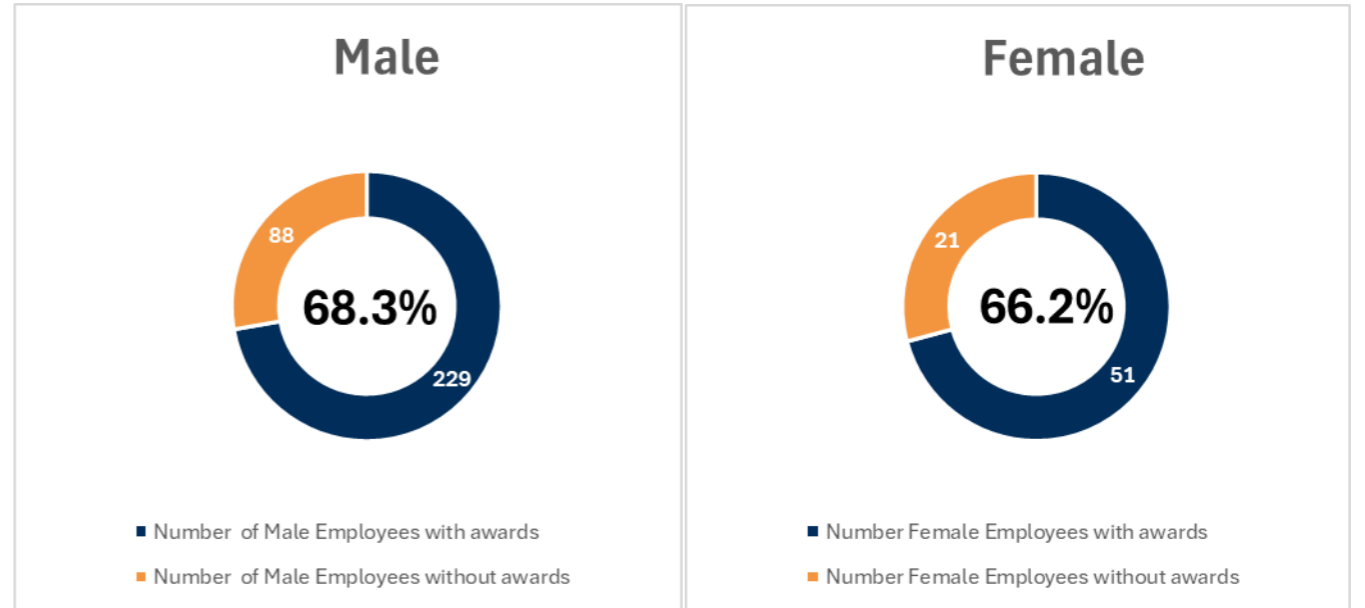
These results illustrate the diversity of the business which operates across over 40 sites, within Scotland's rural communities. The company is committed to supporting and encouraging gender equality within all areas of the business and in the communities in which we operate.

GENDER PAY GAP REPORTING 2025

Percentage of Males & Females per Quartile




Proportion of Male and Females who received a bonus



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 2025 - DECLARATION

We confirm the information and data reported is accurate as of the snapshot date 5th April 2025.

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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