

## Gender Pay Gap Report

Farne Salmon and Trout Ltd is committed to equality and inclusion for all. We believe it is in everyone's interest to promote a fair, healthy and safe working environment.

This gender pay report for data up to 5<sup>th</sup> April 2017 shows our commitment to achieve fair and equal pay.

### Pay and Bonus Gap Difference Between Male and Female Employees

	Mean	Median
<b>Hourly rate of pay</b>	5%	4.7%
<b>Bonus paid</b>	5.7%	-31.2%

The median point for bonus payments for female employees is 31.2% higher than for male employees which is mainly driven by the relatively small number of employees who participate in the scheme. Participation in the bonus scheme is primarily at senior level within the organisation. The majority of the bonus measures are weighted towards the company performance which are the same for everyone with the remainder linked to the achievement of personal objectives.

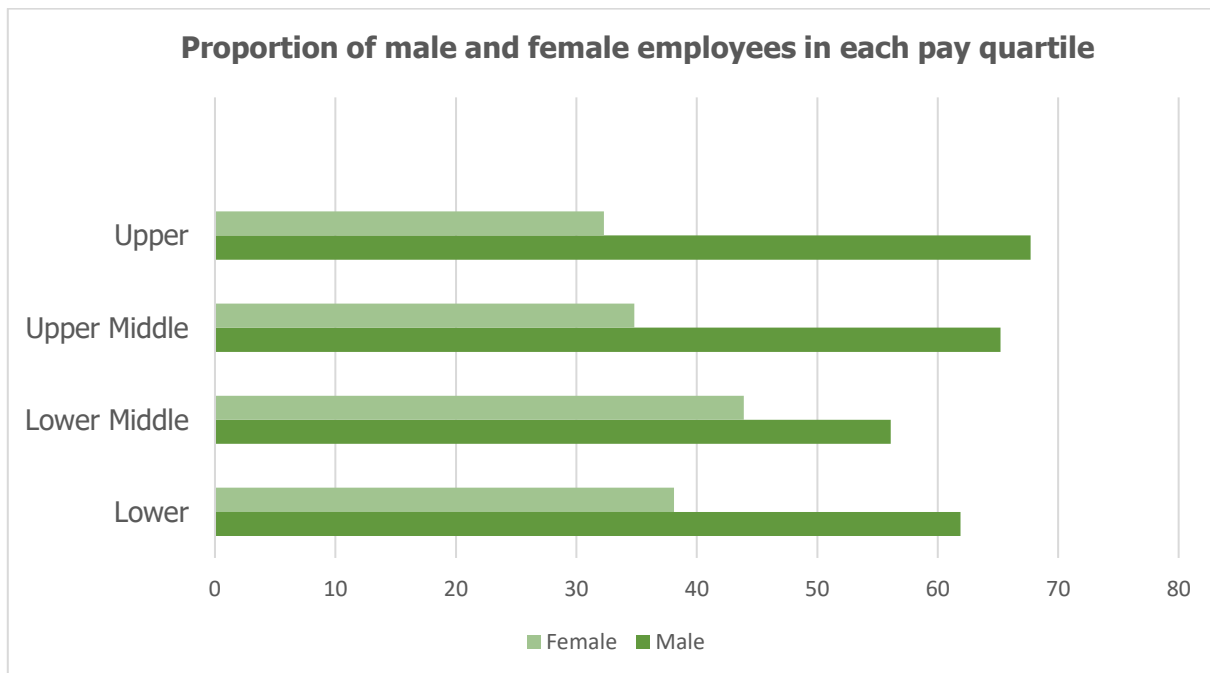
### Proportion of male and female employees awarded a bonus for 2016



5.9%



4.9%



As part of the annual pay review salaries are analysed to ensure pay equity and we are confident men and women are paid equally for performing equivalent job roles within the business.

The gender pay gap report will be reviewed and published annually.



**Craig Walker**  
**Chief Executive**

3<sup>rd</sup> April 2018