

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 5th April 2018 shows our commitment to achieve fair and equal pay.

Pay and Bonus Gap Difference Between Male and Female Employees

	Mean	Median
Hourly rate of pay	4.2%	5.8%
Bonus paid	-34.5%	-27.8%

The mean gender pay gap for data up to the 5th April 2018 has decreased compared to the previous year. From a 5% pay gap down to 4.2%. There has been a positive change with the mean bonus paid to men and a closing of the gap between the median point between men and women. Although it should be noted there is a relatively small number of people eligible for the bonus scheme.

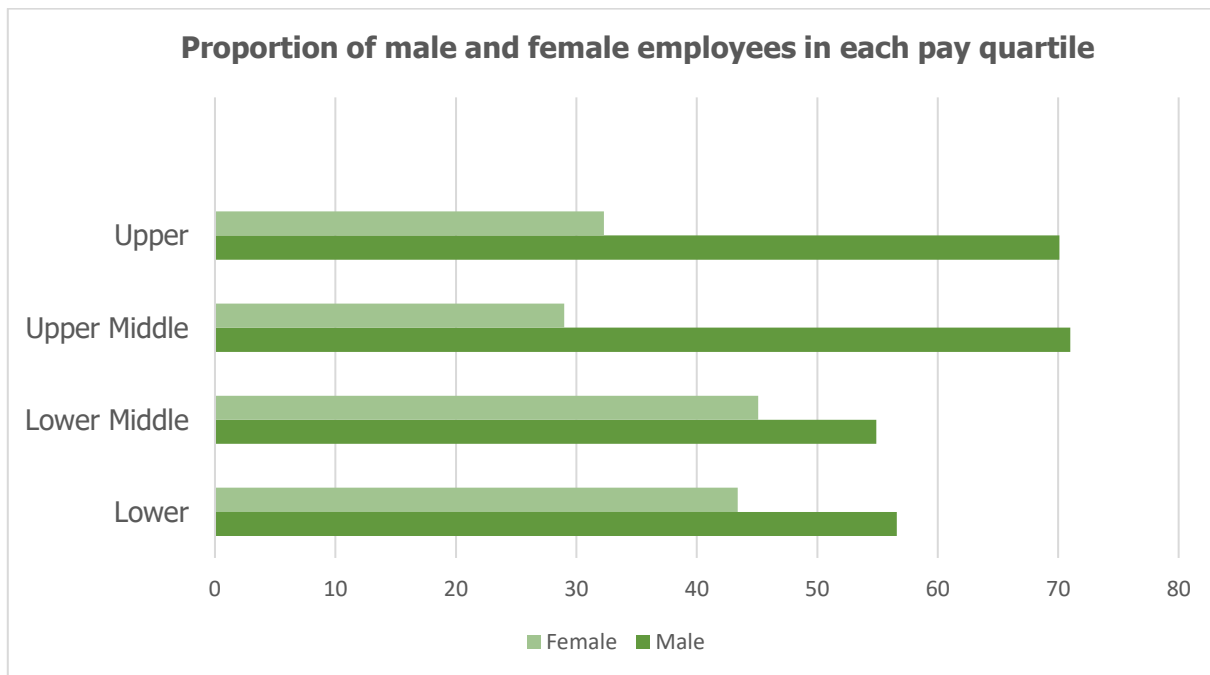
Proportion of male and female employees awarded a bonus for 2017



5.5%



5.8%



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.



Mark Newton
Managing Director LFF UK

13th March 2019