

## 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 2019 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>	4.3%	4.5%
<b>Bonus paid</b>	-70.4%	-17.6%

The mean gender pay gap for data up to the 5<sup>th</sup> April 2019 has remained static whilst the median has reduced to 4.5% from 5.8% the previous year. This is below the median gender pay gap for full time employees in Scotland.

In 2018 a discretionary Christmas incentive scheme was introduced for the peak production period. This one-off incentive scheme has led to an increase in the number of male and female employees awarded a bonus in this reporting period and also decreased the difference between males and females paid bonus. Separate to this discretionary incentive there is a relatively small number of managers eligible for the annual Company bonus scheme.

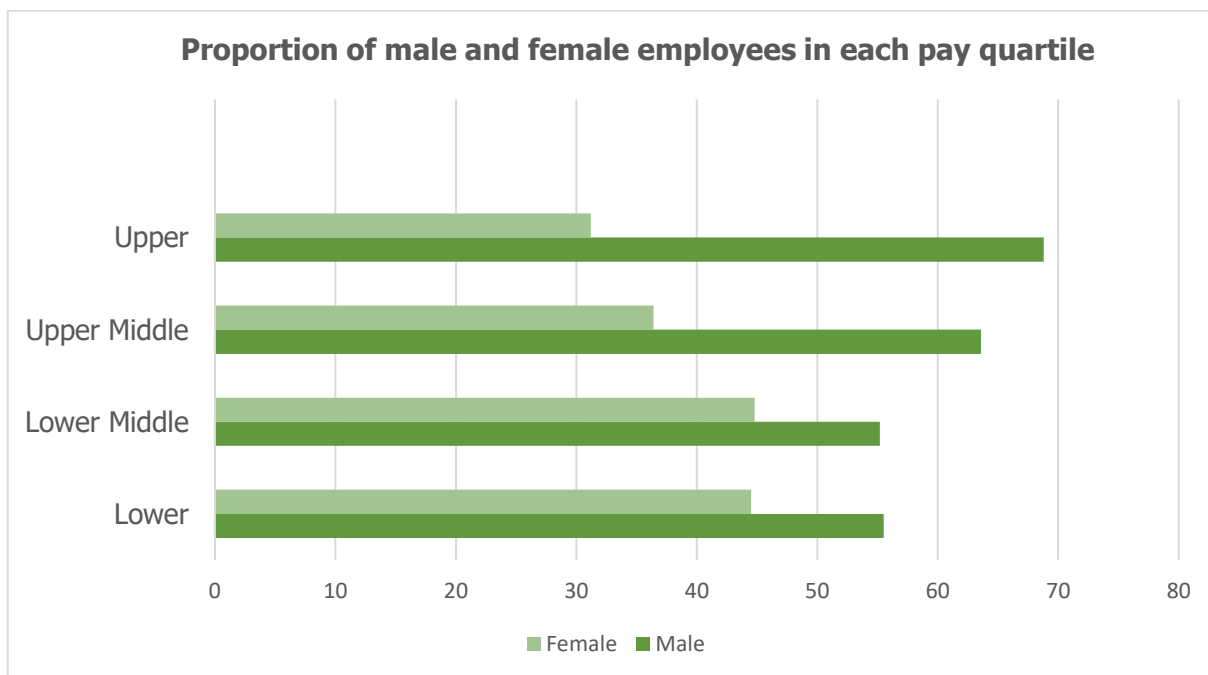
### Proportion of male and female employees awarded a bonus for 2018



43.1%



41.6



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**

20<sup>th</sup> January 2020