



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 2020 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	0.7 %	0.3 %
Bonus paid	-120.0%	-42.4%

The median pay gap date for up to the 5th April 2020, has reduced to 0.3% from 4.5% on the previous year. The UK gender pay gap median among all employee's was 17.3% in 2019, so at 0.3% our pay gap is 17.0% smaller.

The mean data has also reduced on the previous year to 0.7% from 4.3%. The main reason for this is due to having more female in senior roles.

Proportion of male and female employees awarded a bonus for 2019



4.8%

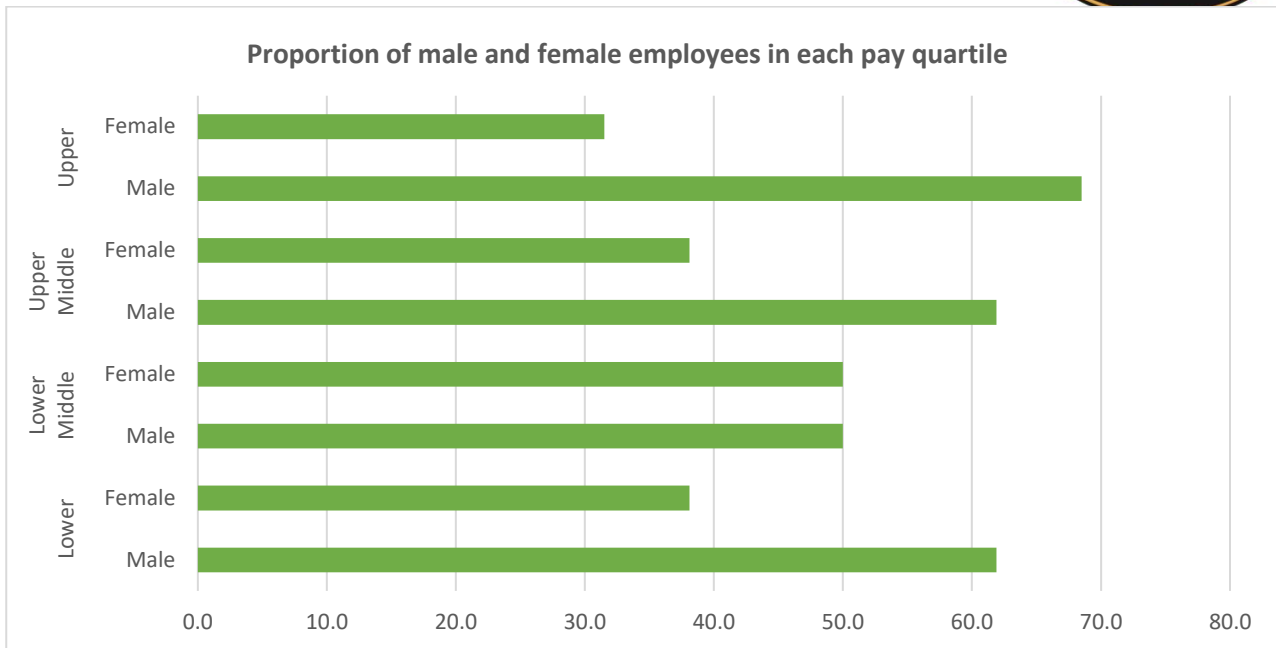


4.6%

Since our 2018 Gender Pay Gap report we have removed the discretionary Christmas Incentive Scheme which was in place in 2019. This has removed a large amount of male and female from the bonus matrix compared to the previous year.

The Company bonus scheme for a small number of managers continues to be in place.

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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

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