

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 2021 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	0.3 %	3.4 %
Bonus paid	-48.0%	-25.0%

The median pay gap data up to the 5th April 2021, has increased by 3.1% from 0.3% on the previous year, this can be explained by key senior roles within the organisation being undertaken by males. The UK gender pay gap median among all employees was 15.5% in 2020, so at 3.4% our pay gap is 11.1% lower than April 2020.

The mean data has also reduced on the previous year from 0.7% to 0.3%. This trend continues due to the number of females in senior positions.

Proportion of male and female employees awarded a bonus for 2020

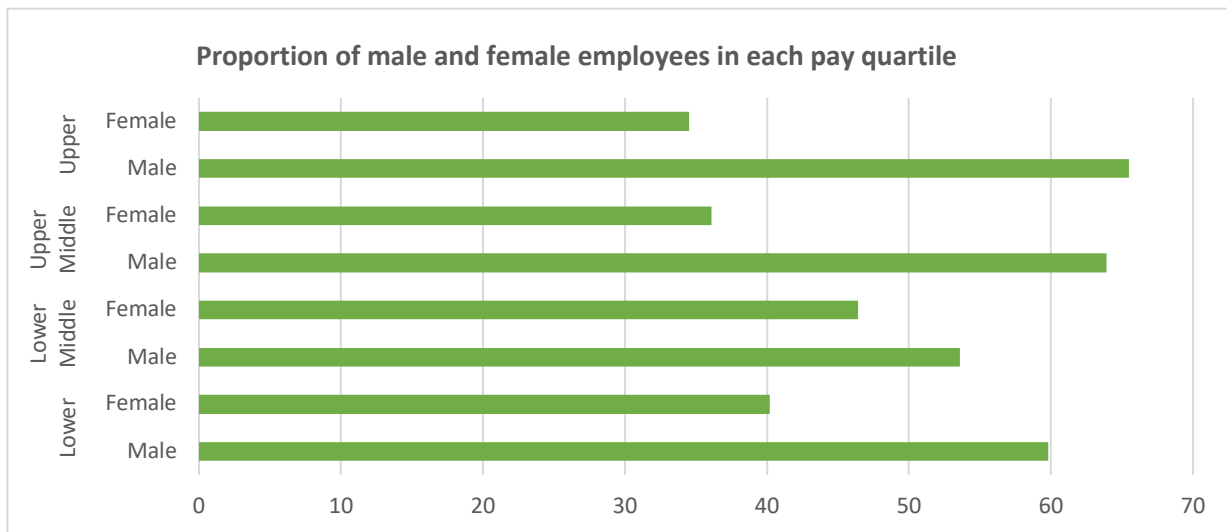


In 2020 we reintroduced the discretionary Christmas Incentive Scheme. This scheme was open to both male and female employees and saw an overall increase in the headcount of participants in the scheme. This scheme was last in place in 2018, therefore the figures in 2019 were significantly lower.



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The Company bonus scheme for a small number of managers is still in place.



As part of the annual pay review process 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

14th February 2022