

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 2022 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	-1.4 %	2.3 %
Bonus paid	-31.5%	0%

The median pay gap date for up to the 5th April 2022, has decreased by 0.8% from a 3.1% increase on the previous year, this can be explained by recruitment for key senior roles within the organisation. The UK gender pay gap median among all employee's was 15.4% in 2021, so at 2.3% our pay gap is 13.1% smaller.

The mean data has also reduced on the previous year from 0.3% - -1.4%. This trend continues due to the number of females in senior positions.

Proportion of male and female employees awarded a bonus for 2021



84.9%



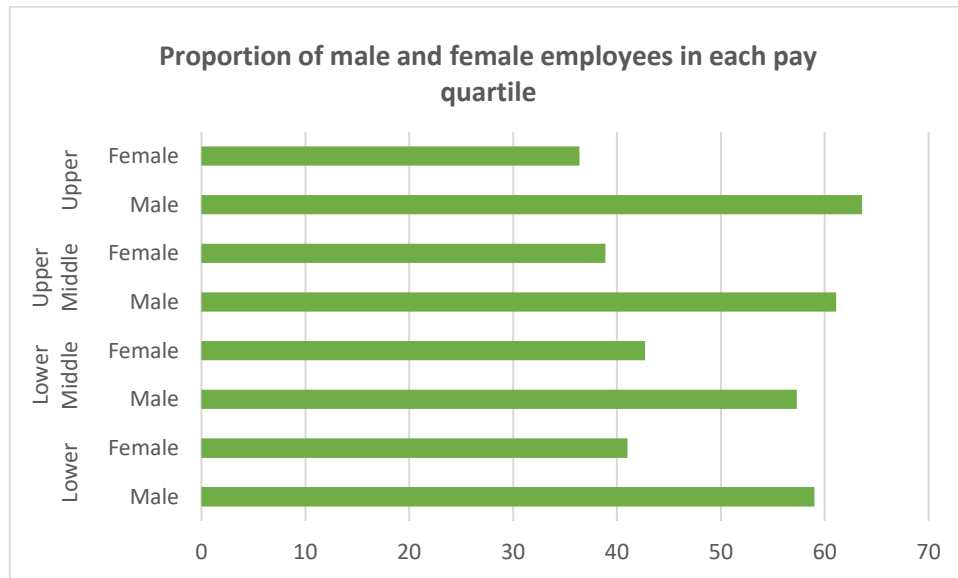
86.8%

Our proportion of male and females awarded a bonus has remained comparable. In 2020 we reintroduced the discretionary Christmas Incentive Scheme which continued in 2021. This scheme was open to both male and female and saw an overall increase in the number of participants in the scheme.

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

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Percentage (%) of men and women in each hourly pay quarter



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