

## Gender Pay Gap Report

At Farne Salmon and Trout Ltd we're committed to treating all of our colleagues equitably and this includes being fair in how we remunerate our female colleagues. We have made huge investments in our pay and are proud to be a Real Living Wage Employer. We don't pay people differently based on their gender. We remain focused on having a workforce that is diverse and proportional to our community. We've made satisfactory progress towards this ambition, with our Executive Board membership being 50% female. Our focus on improving representation will remain, as we know this is one of the key drivers causing the gender pay gap. We are proud that, today, over 60% of our leadership population are female. 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 2024 shows our commitment to achieve fair and equal pay.

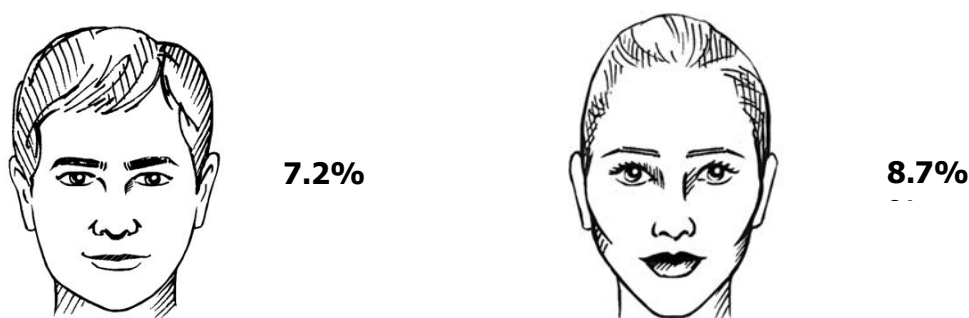
### **Pay and Bonus Gap Difference Between Male and Female Employees**

	Mean	Median
<b>Hourly rate of pay</b>	-1.4 %	3.5%
<b>Bonus paid</b>	-48.9%	-15.1%

The median pay gap date for up to the 5<sup>th</sup> April 2024, has increased by 1.0% on the previous year, this can be explained by the appointment of key senior roles within the organisation, our Executive Board is also split across 2 sites. The UK gender pay gap median among all employee's was 7% in 2024, so at 3.5% our pay gap is 50% less than the UK average.

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

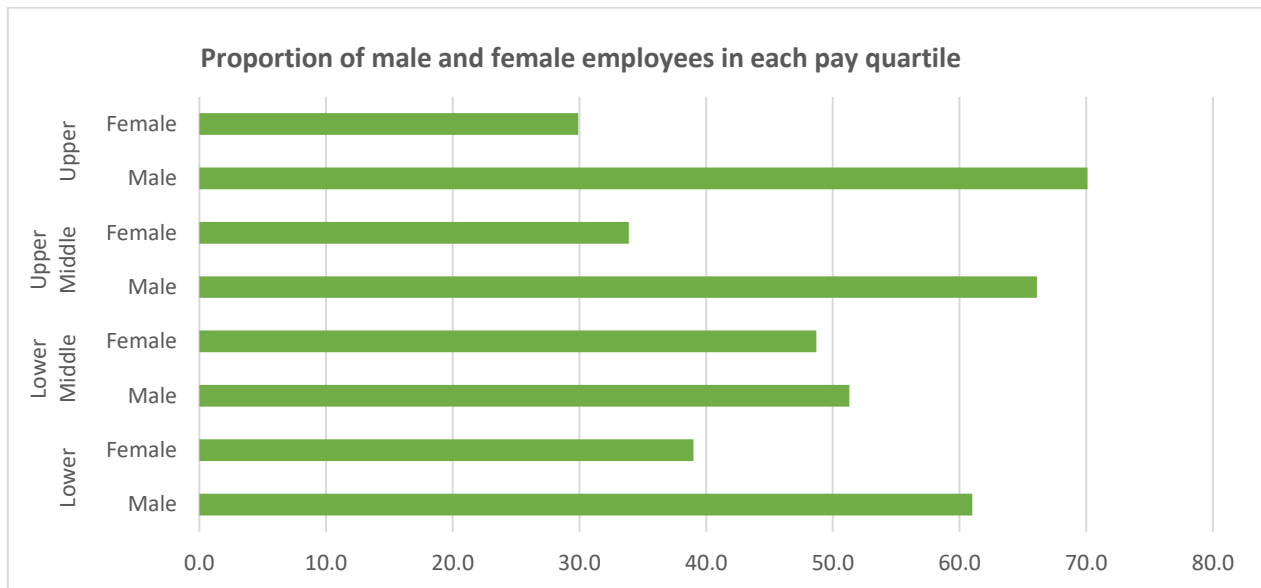
### **Proportion of male and female employees awarded a bonus for 2023**



Our proportion of male and females awarded a bonus has remained comparable.


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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**