



marine harvest

Marine Harvest (Scotland) Ltd: 2017 Gender Pay Gap Report

As part of the Equality Act 2010, all UK companies employing 250 people or more are required to report on their gender pay gap statistics. The gender pay gap is the difference in the average pay and bonuses of all men and women across an organisation. This is different from Equal Pay, which focuses on whether men and women are paid the same for carrying out the same or similar jobs. Across the UK, the gap shows that the average hourly earnings are 18.4% (median) and 17.4% (mean) (ONS 2017) lower for women than men.

The statistics are inevitably influenced by a number of external and internal factors, not accounting for (among other things) length-of-service, position, role or location; and should therefore be treated with a degree of caution. We are confident that we have equal pay for work of equal value, rewarding our colleagues for their role not their gender; and that our approach to recruitment, engagement, development and reward helps us to move towards closing the gap in the future.

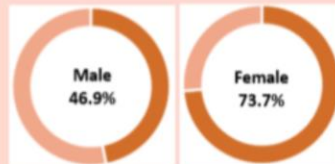
Mean and median pay and bonus gap

The gender pay gap shows the difference between the pay and bonus earnings of male and female employees, expressed as a percentage of male employees' earnings

	Mean (average)	Median (mid-point)
Gender Pay Gap	18.3%	5.1%
Gender Bonus Gap	21.2%	31.6%

Proportion of males and females receiving a bonus

The proportion of male and female employees who were paid any amount of bonus pay



Proportion of employees in each pay quartile band

The proportion of male and female employees in four quartile hourly rate pay bands ranked from the lowest hourly rate to the highest hourly rate. Calculated by dividing the workforce into four equal parts

Pay Quartile	Male	Female
Upper	88.0%	12.0%
Upper Middle	88.0%	12.0%
Lower Middle	88.6%	11.4%
Lower	83.8%	16.2%

Marine Harvest (Scotland) Ltd has a mean gender pay gap of 18.3% and a mean gender bonus gap of 21.2%. This gap is not indicative of our pay policies and practices, but has arisen from finding fewer women than men in the senior leadership positions that attract higher levels of pay and bonus. In part, this is a reflection of the progression of employees with most experience in our farming sector, which historically has been male-dominated.

Our policy and aim is to base employment, recognition, reward and career development opportunities on the basis of job qualifications (eg education, prior experience) and merit, in order to maintain consistency and fairness regardless of gender. We are continuing to review and develop our people strategies to deliver this aim.

I can confirm that the data contained in this report is accurate

Ben Hadfield
Managing Director