



Seafood Holdings Ltd

A Passion For Fish

GENDER PAY GAP REPORT 2018





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FOREWORD

Seafood Holdings has had an exciting year, further developing the fish business into new revenue streams.

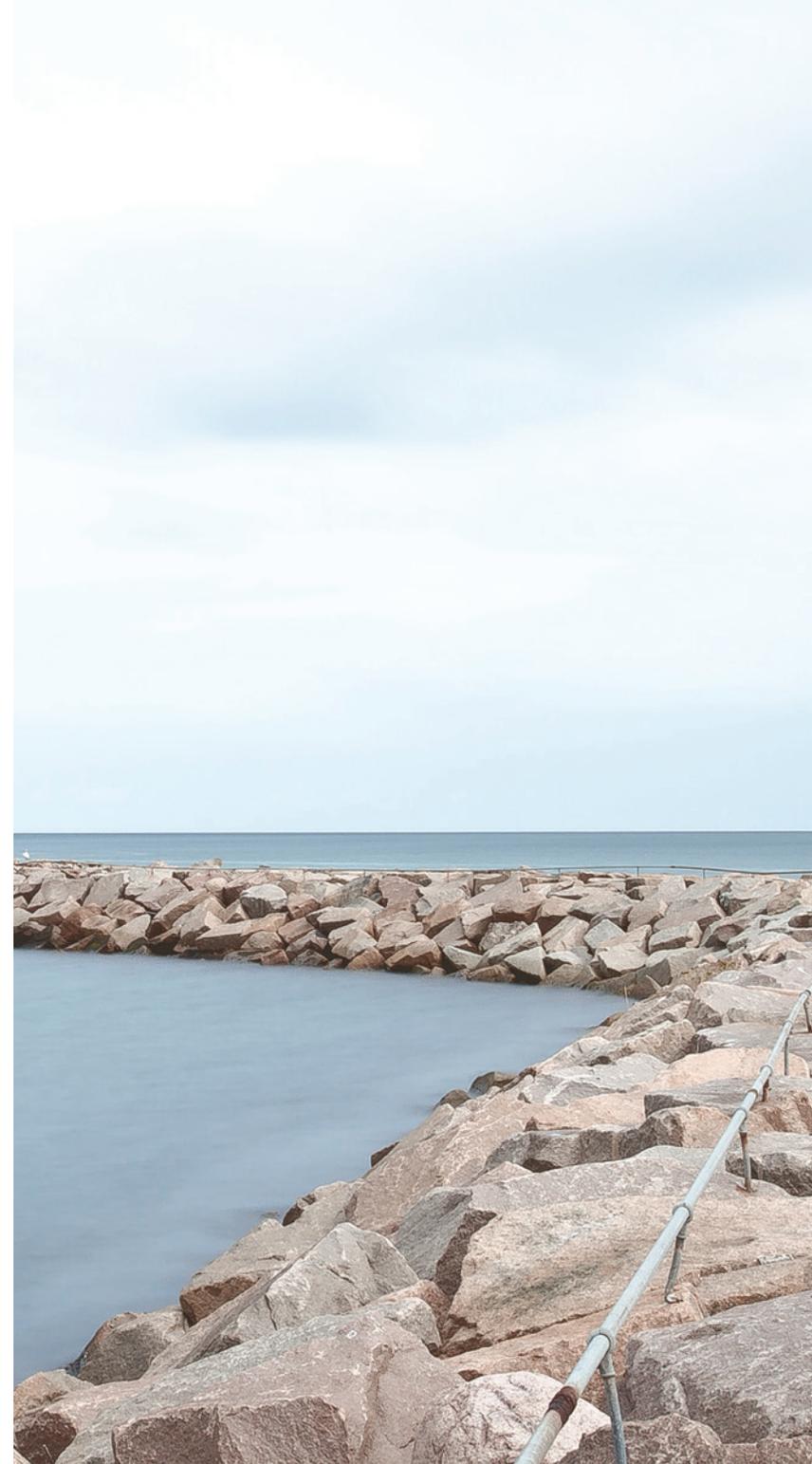
Over the last four years revenues have grown by 48% from £88.6m to £131.1m and with that, staff have grown by 33% to 621. This has led to a professionalisation of our Human Resources approach.

We now pride ourselves on our diversity and inclusivity and have been actively promoting women to positions of authority within the business.

Our challenge is to make the lower quartile positions more attractive to women, something we are targeting ourselves to achieve in the coming years.



Stephen Oswald
CEO



SEAFOOD HOLDINGS: OUR GENDER PAY STATISTICS.

In line with the UK government's new Gender Pay Gap regulation, our findings and analysis show the following:

UNDERSTANDING OUR GENDER PAY GAP

19% of Seafood Holdings employees are women.

The mean hourly rate is 4.65% higher than men and the median hourly rate 11.11% higher than men. This is because the positions held by women are on average attracting a higher wage than those of men.

The bonus pay mean for women was 14.98% higher than men but the median was 17.99% lower than men. This is because the bonus paid to women are disproportionately paid to the top to quartiles and the bonuses for men are more even through the quartiles.

The big challenge is to make the fish business more attractive to women in all the quartiles with a particular focus on the lower quartiles.

Women's hourly rate vs men's hourly rate

Mean hourly rate

4.65 %

Higher

Median hourly rate

11.11 %

Higher

Women's bonus pay vs men's hourly rate

Mean hourly rate

14.98 %

Higher

Median hourly rate

17.99 %

Lower

Who received bonus pay ?

44.27 %

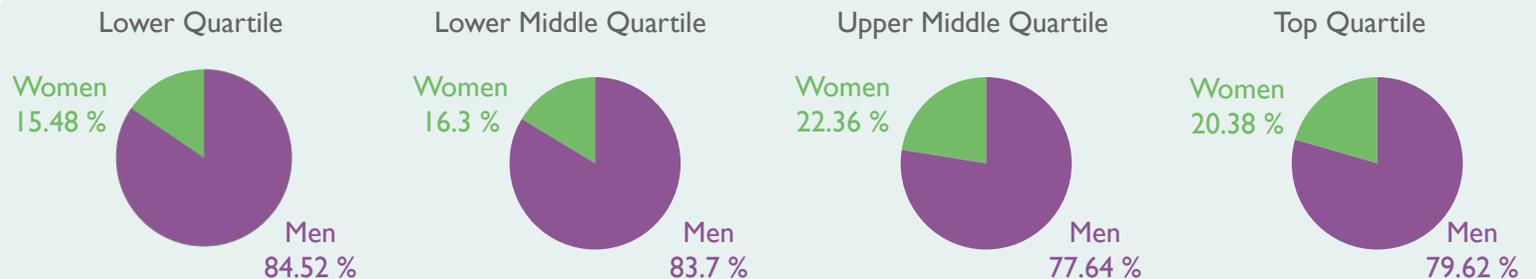
of men

49.24 %

of women

PAY QUARTILES

How many men and women are in each quarter of the employee's payroll ?





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REDUCING THE GENDER PAY GAP

At Seafood Holdings, we are committed to reducing our gender pay gap. Our aim is to promote inclusion and diversity throughout all of our businesses by focusing on delivering the current and future initiatives:

- Talent manager programmes
- Gender based training
- Enhanced flexibility at work
- Gender neutral training

Declaration

I confirm that the information and data reported, as required under the Equality Act 2010 (Gender Pay Gap Information) Regulation 2017, are accurate.

Stephen Oswald
CEO

