



## **Gender Pay Gap Report**

Lyons Seafoods 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 5<sup>th</sup> April 2022 shows our commitment to achieve fair and equal pay.

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

	<b>Mean</b>	<b>Median</b>
<b>Hourly rate of pay</b>	12%	8.4%
<b>Bonus paid</b>	57.3%	10.1%

There has been a small increase in both the mean (1.1%) and median (2.6%) hourly rate of pay in 2022. The median UK gender pay gap among all employee's was 15.4% in 2021, so at 8.4% we are still below the average pay gap, with our pay gap being 7% smaller than the average.

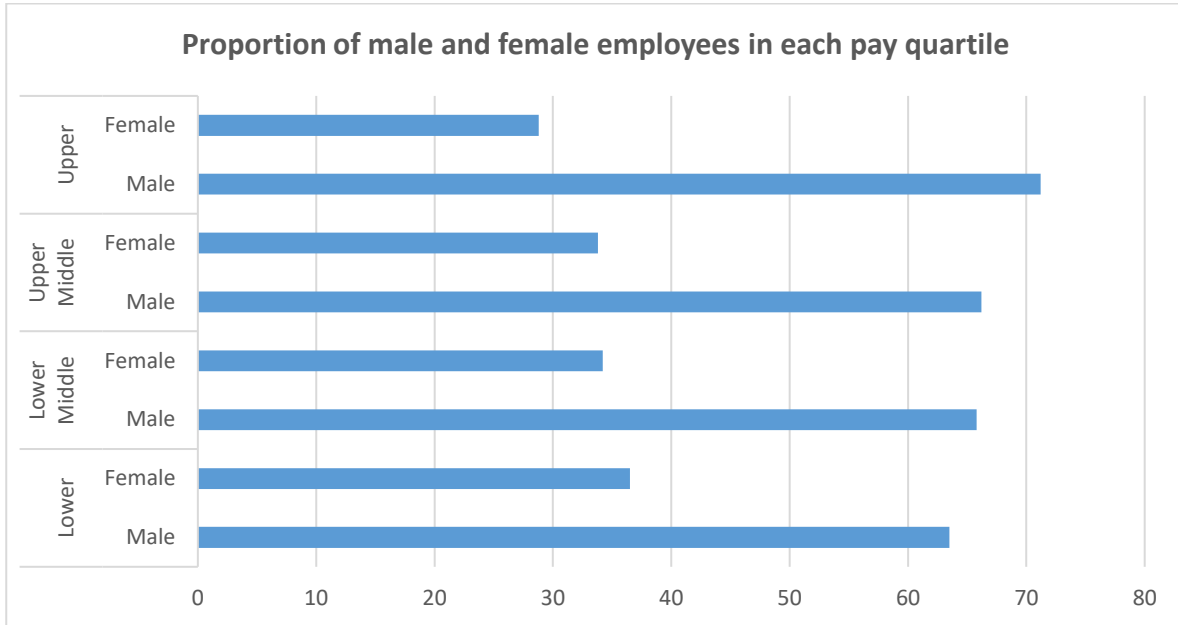
### **Proportion of male and female employees awarded a bonus for 2021**



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



**Proportion 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**