



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 5th April 2023 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	11.8%	7.0%
Bonus paid	41.7%	-13.4%

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

Proportion of male and female employees awarded a bonus for 2022



16.6%

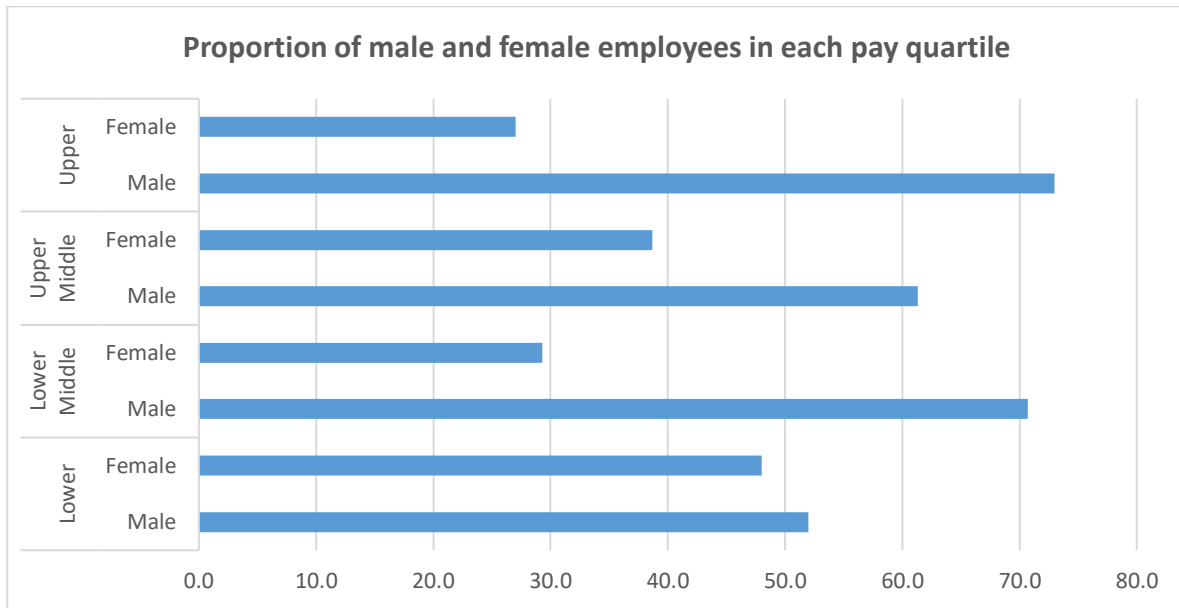


16.4%

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