



Gender Pay Gap Report

At Lyons Seafoods Limited 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 53% of our leadership population are female. We believe it is in everyone's interest to promote a fair, healthy and safe working environment.

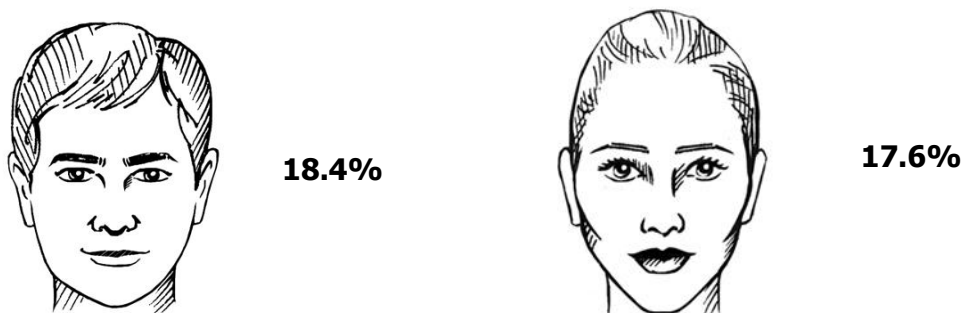
This gender pay report for data up to 5th April 2024 shows our commitment to achieve fair and equal pay.

Pay and Bonus Gap Difference Between Male and Female Employees

	Mean	Median
Hourly rate of pay	14.6%	14.5%
Bonus paid	40.1%	8.9%

There has been a small increase of 2.8% in the mean and 7.5% of the median hourly rate of pay in 2024. 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.

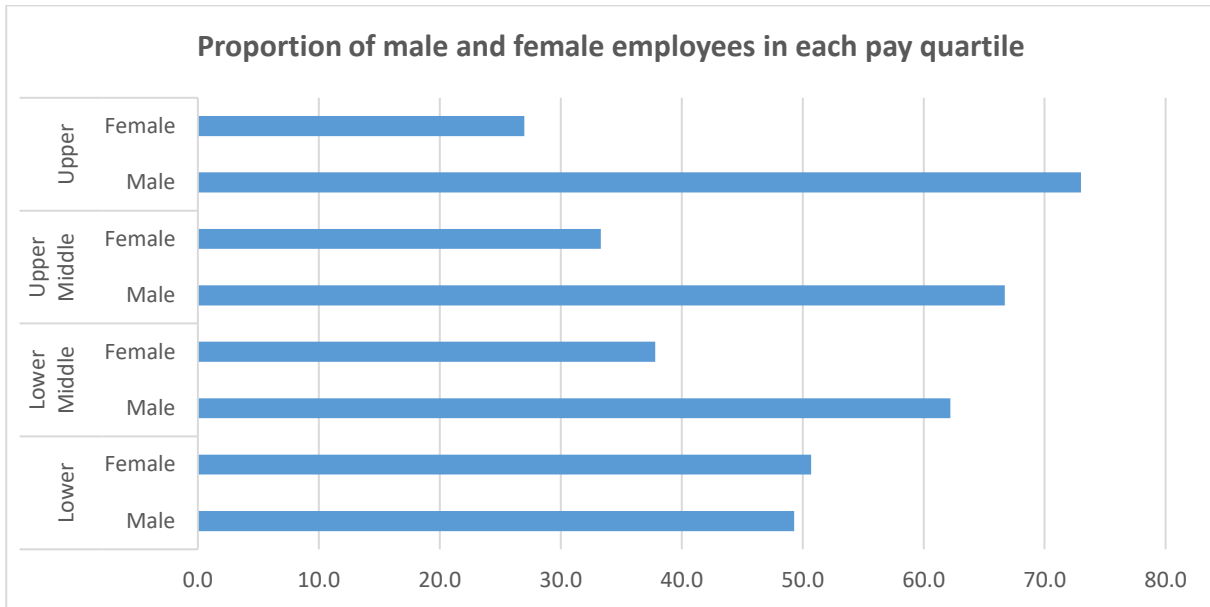
Proportion of male and female employees awarded a bonus for 2023



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