



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 2020 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	12.5%	11.8%
Bonus paid	51.1%	15.3%

There has been a decrease in the mean from 14.1% to 12.5% in 2019. The main reason for this is due to having more women in senior roles compared to last year.

Our median pay gap has increased from 7.8% to 11.8% in 2019. The median UK gender pay gap among all employee’s was 17.3% in 2019, so at 11.8% our gender pay gap is 5.5% smaller.

There has remained an equivalent percentage of male and female employees receiving a bonus payment.

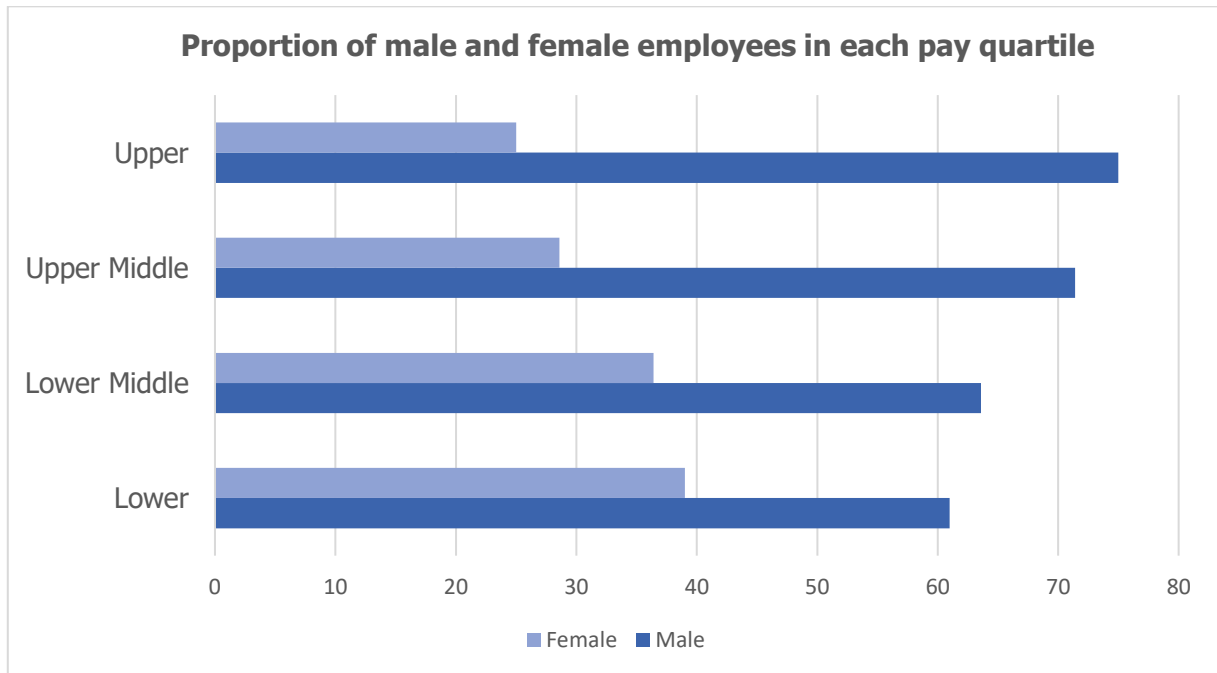
Proportion of male and female employees awarded a bonus for 2019



17.5%



17.2%



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

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