



Gender Pay Gap Report

Lyons Seafood 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 2017 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 | 10.5% | 6.3% |
| Bonus paid | 50% | 8.4% |

Participation in the bonus scheme is mainly at senior level within the organisation. The majority of the company performance measures are the same for everyone with the remainder linked to personal objectives. The median point for bonus payments for male employees is 50% higher than females. This is due to a greater proportion of men holding more senior positions within the business including the UK Board. The Board were all male at the point of this report however a female was appointed in 2018.

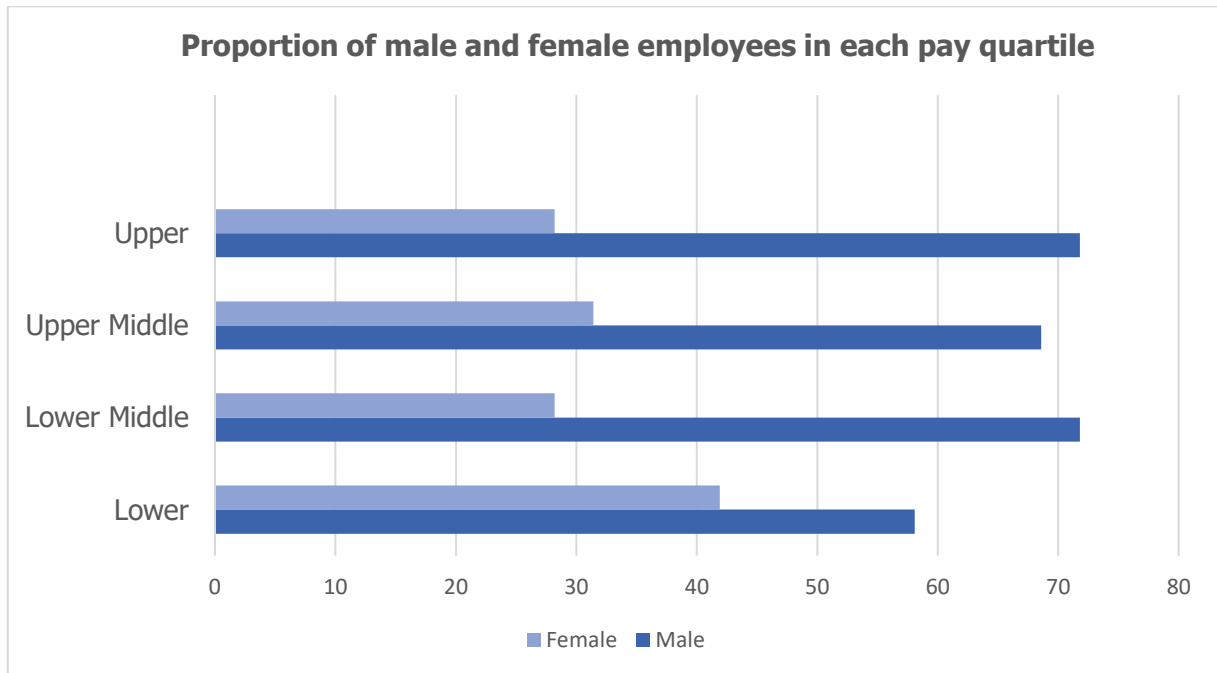
Proportion of male and female employees awarded a bonus for 2016



12.5%



14.6%



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.

Craig Walker
Chief Executive

3rd April 2018