



## 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 2018 shows our commitment to achieve fair and equal pay.

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

	Mean	Median
<b>Hourly rate of pay</b>	10.1%	4.2%
<b>Bonus paid</b>	45.1%	3.0%

The mean pay gap has remained fairly static at 10.1% compared to 10.5% the previous year. There has been a decrease in both the mean and median bonus payment between men and women compared to the previous year with an equivalent percentage of male and female employees receiving a bonus payment.

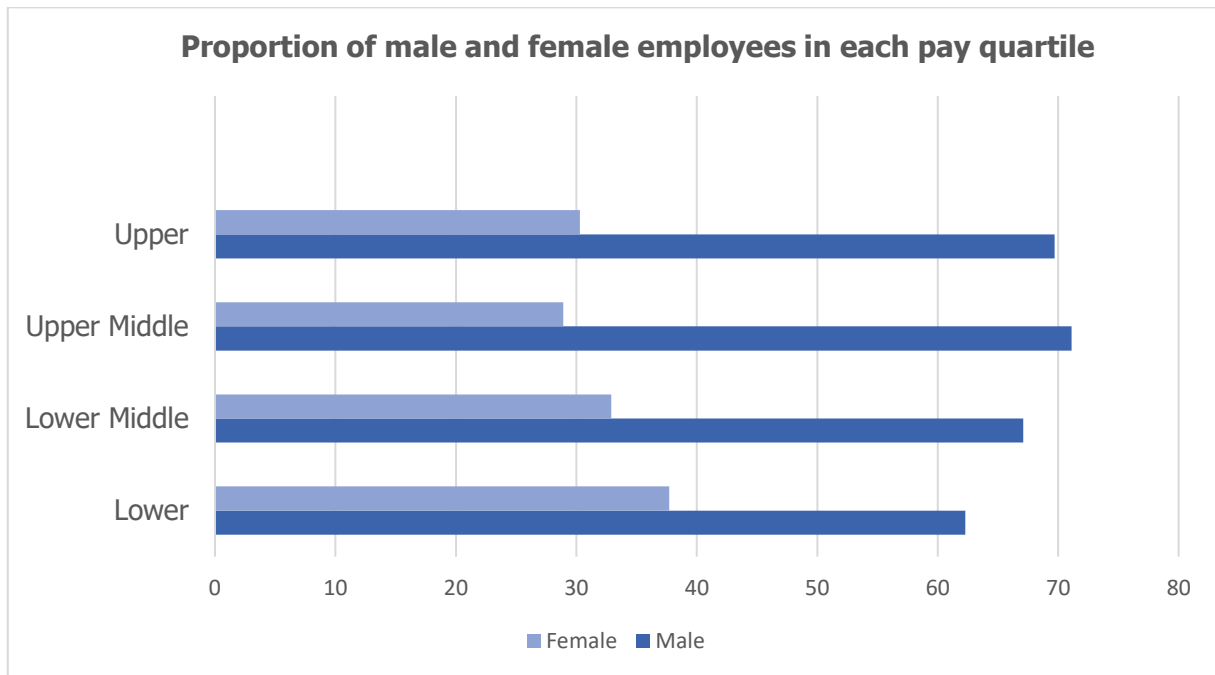
### Proportion of male and female employees awarded a bonus for 2017



16.0%



16.1%



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**

13<sup>th</sup> March 2019