



## 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 2019 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>	14.1%	7.8%
<b>Bonus paid</b>	44.8%	24.5%

There has been an increase in the mean and median pay gap from the previous year. The median bonus increased due to more men than women being in the Company management bonus scheme and this was impacted further by new arrivals during the year. There has remained an equivalent percentage of male and female employees receiving a bonus payment.

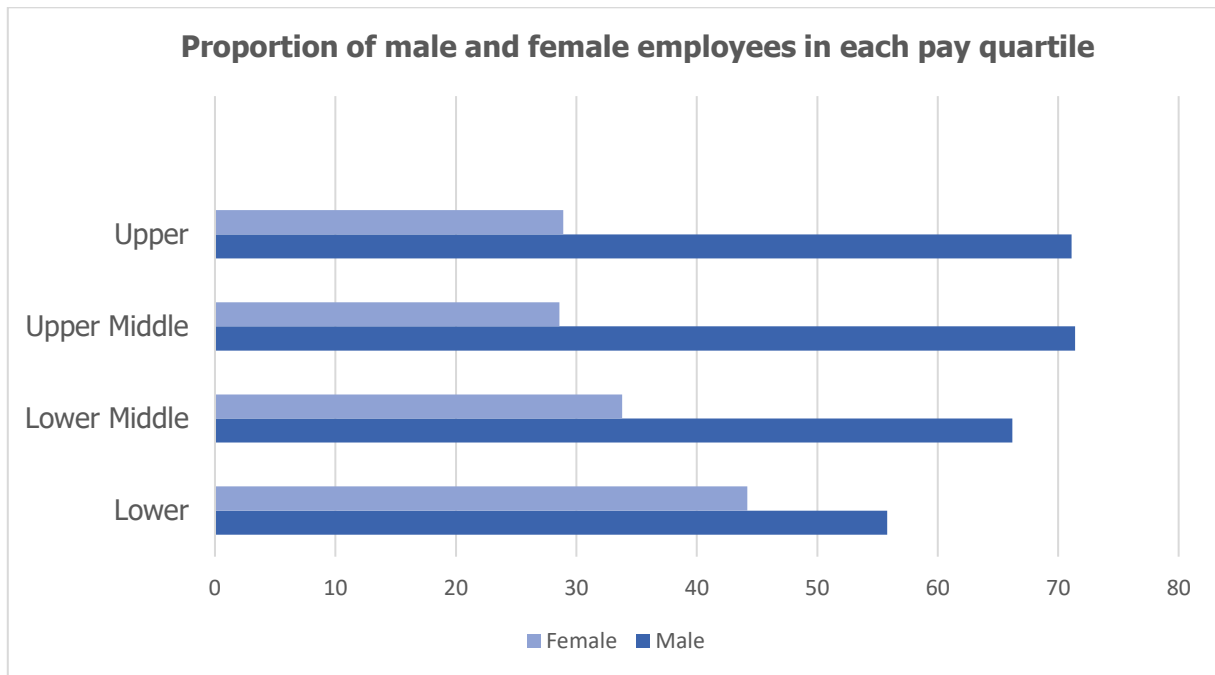
### Proportion of male and female employees awarded a bonus for 2018



16.7%



16.0%



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.

A handwritten signature in black ink.

**Mark Newton**  
**Managing Director LFF UK**

20<sup>th</sup> January 2020