



**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. Our focus on improving representation will remain, as we know this is one of the key drivers causing the gender pay gap. 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 2025 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>	8.9%	5.6%
<b>Bonus paid</b>	44.8%	17.3%

The median UK gender pay gap among all employee’s was 14.3% in 2025, so at 5.6% we are well below the average pay gap.

**Proportion of male and female employees awarded a bonus for 2024**



**15%**

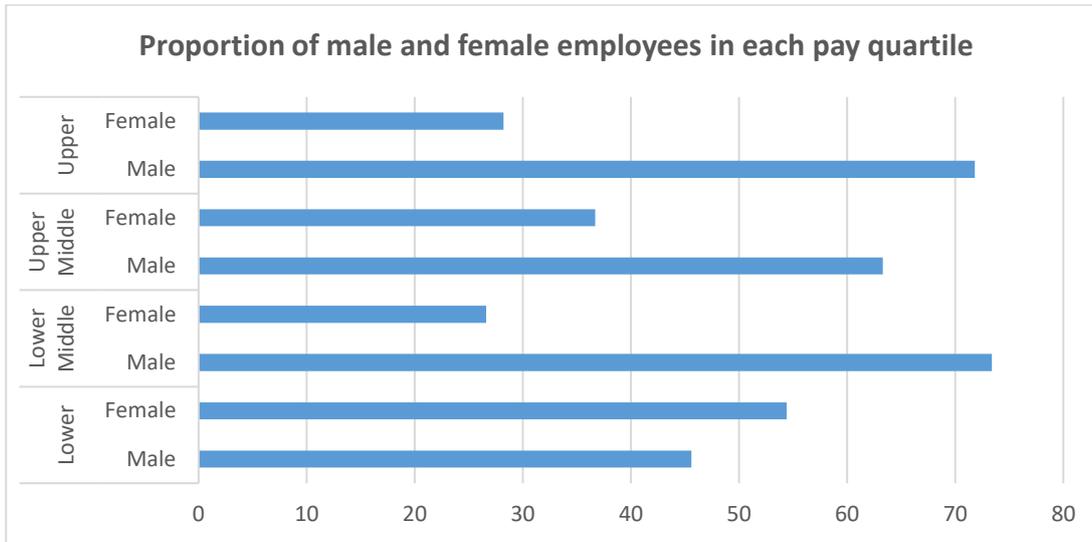


**16.5%**

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**