

Cooke Aquaculture Scotland Ltd

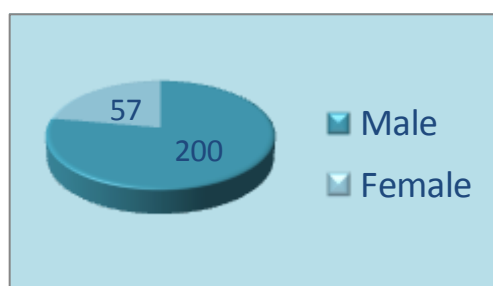
Gender Pay Gap Report 2017



As a company, we are required by law to report on the Gender Pay Gap under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The Regulations require us to publish the results both on our own website, and on the government's own gender pay website.

This involves carrying out 6 calculations which will show the difference between the average earnings of men and women within our organisation, regardless of the nature of their work. It can be affected by the different number of men and women across all roles and seniority levels. In this way, it is different from an equal pay comparison, which would directly compare two people or groups who are carrying out the same or equivalent work.

We collected our data on 5 April 2017, when our workforce consisted of 200 men and 57 women.



The **Mean** figures for both Pay and Bonus are arrived at in the same way: take the total of the male full-time hourly pay rates for the year, divide that by the total number of male full-time staff. Do the same with the equivalent data for female staff. Then express the difference between the male and female men figures as a percentage of the male figure.

The **Median** figures are arrived at as follows: list all the hourly pay rates for males from lowest to highest, select the one in the middle of that list. Then do the same with the female pay rates. The difference between the two is again expressed as a percentage of the male figure.

Women's earnings are:

Mean gender pay gap in hourly pay **27.60% lower**

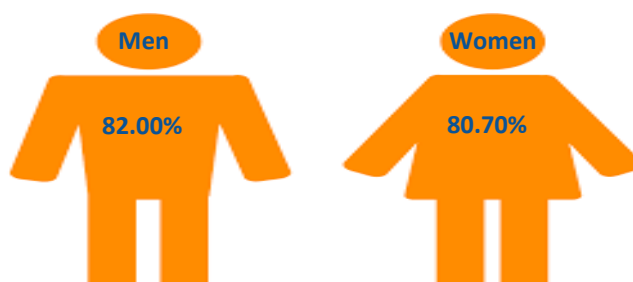
Median gender pay gap in hourly pay **40.20% lower**

Difference in mean bonus payments **24.80% lower**

Difference in median bonus payments **26.89% lower**

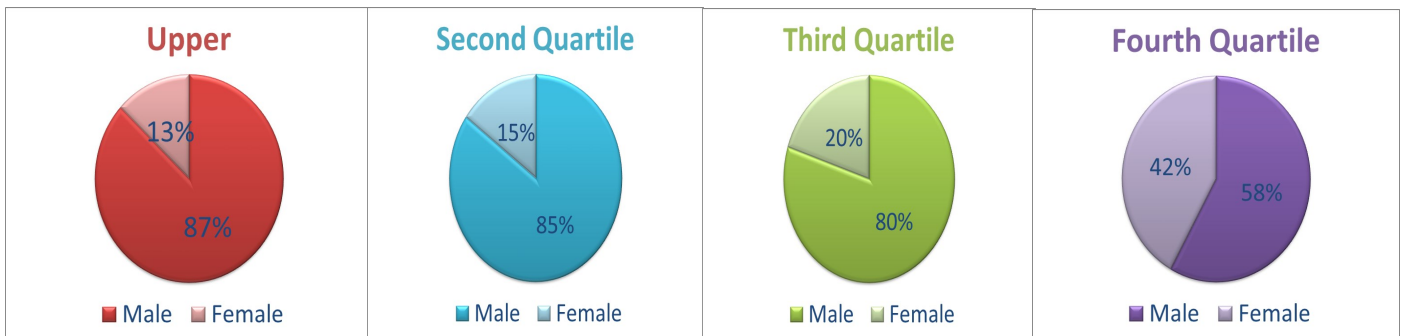
The figures show that Cooke has a mean gender pay gap of 27.60% and a median gender pay gap of 40.20%. In common with our Industry as a whole, our organisation is predominately male. Given that 78% of our workforce is male, it is also the case that men outnumber women at every level in Cooke.

Proportion of men and women receiving a bonus payment:

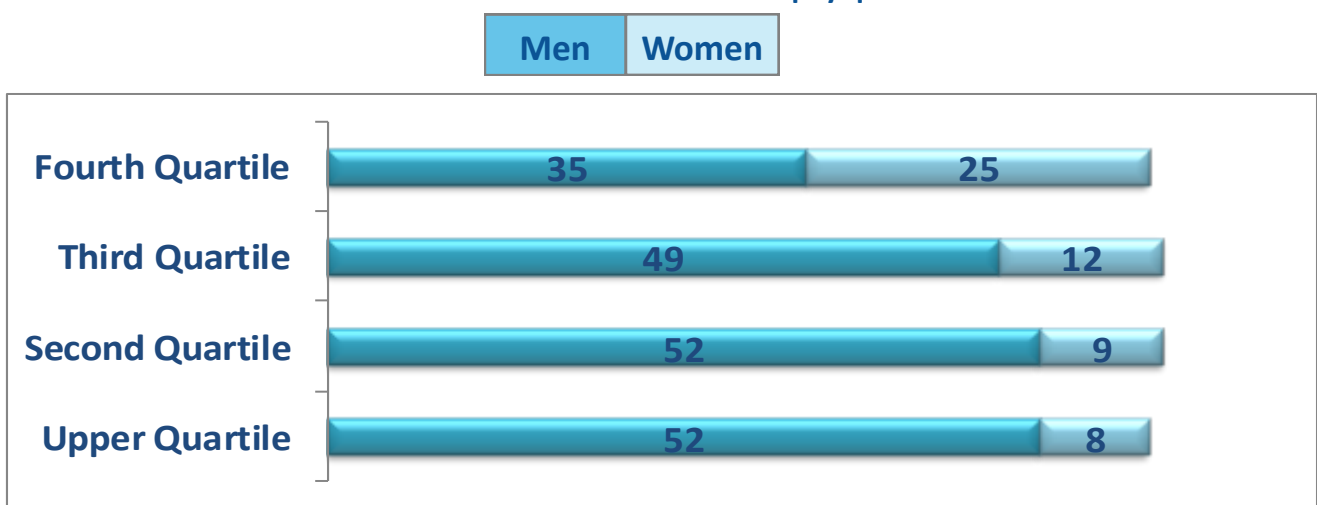


Pay Quartiles are calculated by taking the pay rates of all employees, splitting that list into 4 numerically equal groups, then calculating the percentages of male and female employees in each of those groups.

Proportion of men and women in each pay quartile:



Number of men and women in each pay quartile:



Overview & Improvements

The gender pay gap is the difference in the average pay and bonuses of all men and all women across an organisation. Although we are confident that we have equal pay for work of equal value, we do have a gender pay gap when we compare the overall average pay and bonuses for women and men. This gap is caused by the unequal distribution of men and women across the company, not by our pay policies and practices.

The biggest factor behind our gender pay gap is the under-representation of women in Senior Management roles. Cooke is committed to providing equal pay for equal work, not just because this is a legal requirement but because it is the right thing to do. We conduct regular analyses which show that male and female employees are paid equally for equivalent work.

Our pay policies and practices are designed to control potential biases and to ensure equal pay for equivalent jobs, regardless of gender. Recruitment is a critical point when gender pay inequity could arise, partly because of the risk that we adopt any gender pay bias that may exist in the wider market. We train our Managers to ensure there is no bias in the compensation offers we make.

As an equal opportunities employer, we firmly believe in appointing the best candidate into the role, regardless of their gender or other factors covered by the Equality Act.

**Vicci Laird, Head of HR
Cooke Aquaculture**