



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 5th April 2021 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	10.9%	5.8%
Bonus paid	61.5%	10.1%

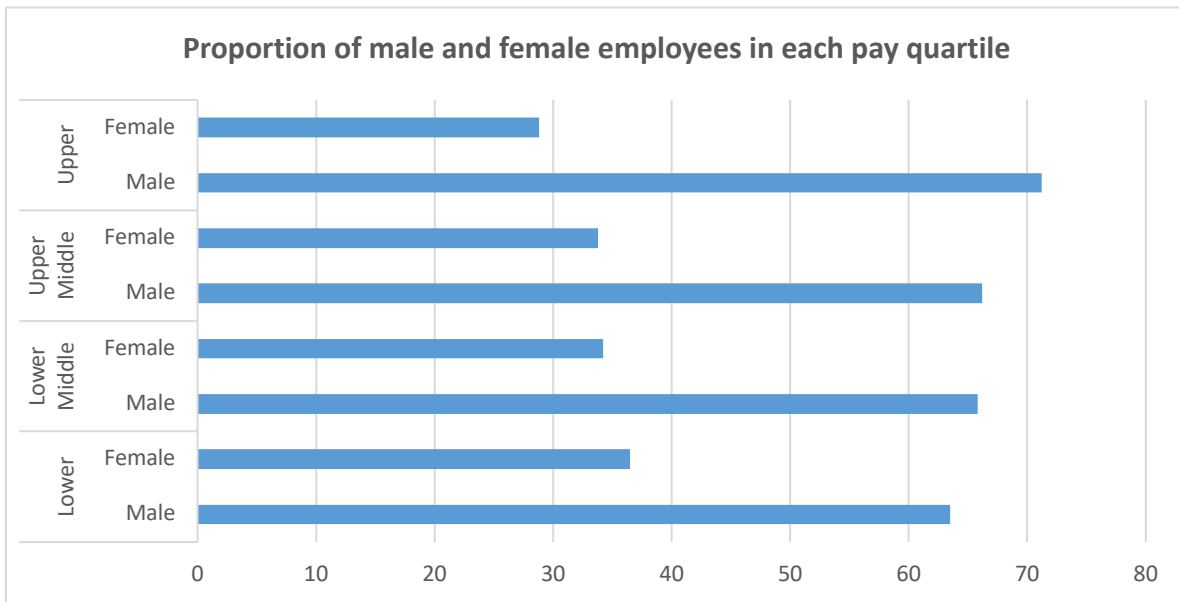
There has been a continued decrease in the average mean hourly rate in 2021 from 12.5% to 10.9%. The main reason for this is due to ongoing employment of females in senior roles within the business who are also included in the bonus scheme.

Our median pay gap has reduced from 11.8% to 5.8% in 2021. The median UK gender pay gap among all employee’s was 15.5% in 2020, so at 5.8% our pay gap is 9.7% smaller than the UK average.

Proportion of male and female employees awarded a bonus for 2020



Our proportion of male and females awarded a bonus has remained broadly comparable to the previous year with a slight increase in the number of females receiving a bonus payment in 2020.



As part of the annual pay review process 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

14th February 2022