



## New England Seafood International – Gender Pay Gap 2017

### *Introduction*

Gender Pay Gap regulations introduced by the UK Government require all companies with over 250 employees to report a set of statistics relating to pay across genders. This first Gender Pay Gap Report looks at data from the year ending the 5<sup>th</sup> of April 2017.

Our core purpose at New England Seafood is to “enhance lives through fish.” We are proud to employ approximately 480 colleagues based in our factory and office in Chessington, Surrey. These colleagues come from many nationalities, races, ethnicities and backgrounds and we feel this diversity is a point of difference. In April of 2017, 29% of our colleagues were women and 71% were male.

One of our values is “by learning we grow,” and we are proud to support the development and progression of our diverse colleagues, not only through pay but through training, experience and the acquisition of deep expertise in our chosen species of fish, which is what makes us such strong partners to our customers and ensures the mutual growth and success of our colleagues and our business.

### *How the calculations work*

This report shares the median and mean (average) pay gaps between men and women’s hourly pay and bonuses.

The “median” is defined as the middle – when you queue every single colleague up by their rate of pay and find the person in the middle, that individual’s pay is the median pay. This number is important to look at because it reduces the effect of extreme (either high or low) earners that might distort the average pay for most colleagues.

Many people will be familiar with “mean” as being the average. The average is when you add up the data points and divide by the number of data points.

This report looks at the degree of the differences between the median and mean hourly pay and bonuses between our male and female colleagues.

### *Our 2017 Gender Pay Gap - Pay*

The median pay gap for colleagues in our business was -0.1% - this means that the median female colleague was paid 0.1% more than the median male colleague, essentially no difference at all. It’s not surprising that this is the case, as the vast majority of our colleagues are paid through a fixed matrix based on the skills they have gained and demonstrated in their roles. This median pay gap can be compared to the UK average (as defined by the Office of National Statistics ) of +18%, meaning that for companies across the UK median male colleagues are earning 18% more than the median female colleague at the same employer.

The mean pay gap for our colleagues is +12.7%, meaning that the average pay for male colleagues is 12.7% higher than the average pay for female colleagues. This is because we have more senior, highly paid male colleagues than we have senior, highly paid female colleagues. This is consistent with our

assessment of pay quartiles, where we have a slightly higher proportion of high earners who are male versus the proportion of males we see across the rest of our pay quartiles.

### ***Our 2017 Gender Pay Gap – Bonuses***

The median pay gap for bonuses for colleagues is 0% - this means that the median female colleague was paid the same bonus as the median male colleague. For our factory colleagues we operate a bonus scheme based on business performance and award the same percentage of salary to all colleagues who are eligible to receive a bonus. Given our fixed pay grades based on skills and training, it is no surprise that our median bonus pay gap is 0%.

The mean pay gap for bonuses for colleagues paints a different story, however – this number is +112.9%. This means that the average male colleague earned more than twice the bonus of the average female colleague. This is because, like many businesses in the UK, there are more senior males in roles with high bonus eligibility than there are females in senior roles with high bonus eligibility at New England Seafood. This mean is in particular affected by the gender composition and bonus eligibility of our senior leadership team.

### ***Our action plans***

In line with our core purpose, our mission is to enhance lives through fish for all colleagues irrespective of gender, nationality, race or any other dimension of diversity. Our multi-year people strategy includes key talent, training and reward developments that will continue to support women and men to progress through our organisation. We are committed to being an equal opportunity workplace and supporting women to succeed in their careers with New England Seafood.

### ***Statutory Disclosures***

Mix of male and female colleagues	71%/29%
Median gender pay gap	0%
Mean gender pay gap	12.7%
Median bonus pay gap	0%
Mean bonus pay gap	112.9%
% males/females receiving a bonus payment*	87.6%/83.6%
Lower quartile (male/female%)	70.8%/29.2%
Lower middle quartile (male/female%)	70.5%/29.5%
Upper middle quartile (male/female%)	71.4%/28.6%
Upper quartile (male/female%)	79.2%/20.8%

\*During the year ending the 5<sup>th</sup> of April 2017 we had a higher proportion of newer female colleagues with under 3 months' service at the point of bonus payout, which is a condition of eligibility for a bonus at New England Seafood. Thus, as a proportion of total colleagues receiving a bonus a lower percentage of females received a bonus than males in the year ending 5<sup>th</sup> of April 2017.