



New England Seafood International – Gender Pay Gap 2018

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 second Gender Pay Gap Report looks at data from the year ending the 5th of April 2018.

Our core purpose at New England Seafood is to “enhance lives through fish.” We are proud to employ approximately 475 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 2018, 33% of our colleagues were women and 67% were male. This is up from a split of 29% female and 71% male for the year ended April 2017.

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 2018 Gender Pay Gap - Pay

The median pay gap for colleagues in our business was 7.8%. This means that the median male colleague was paid 7.8% more than the median female colleague. While the majority of our colleagues are paid through a fixed matrix based on the skills they have gained, the average length of service for males is 1.7 times the average length of service as females as of the 1st of April 2018. There is a correlation between time in the business and the acquisition of skills and knowledge to pass assessments that result in pay increases.

The mean pay gap for our colleagues is 18.8%, meaning that the average pay for male colleagues is 18.8% 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 higher proportion of high earners who are male versus the proportion of males we see across the rest of our pay quartiles.

Our 2018 Gender Pay Gap – Bonuses

The median pay gap for bonuses for colleagues is 13.1% - this means that the median male colleague was paid 13.1% more in bonus than the median female colleague. While colleagues in our Factory earn a fixed bonus as a percentage of their salaries, senior office colleagues have a higher bonus entitlement as a percentage of their salary and males represent a greater proportion of senior office colleagues.

The mean bonus pay gap is 110% - this means that the average bonus for a male was more than twice that for a female. This mean is particularly 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	67%/33%
Median gender pay gap	7.8%
Mean gender pay gap	18.8%
Median bonus pay gap	13.1%
Mean bonus pay gap	109.9%
% males/females receiving a bonus payment	78.2%/67.2%
Lower quartile (male/female%)	54.2%/45.8%
Lower middle quartile (male/female%)	68.6%/31.4%
Upper middle quartile (male/female%)	72.9%/27.1%
Upper quartile (male/female%)	73.1%/26.9%