

## Gender Pay Gap Report 2024

### Introduction

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

An employer must publish six calculations showing their:

1. average gender pay gap as a mean average
2. average gender pay gap as a median average
3. average bonus gender pay gap as a mean average
4. average bonus gender pay gap as a median average
5. proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
6. proportion of males and females when divided into four groups ordered from lowest to highest pay.

These calculations are based on a 'snapshot date' – figures drawn from a specific date each year – the date given is 5<sup>th</sup> April.

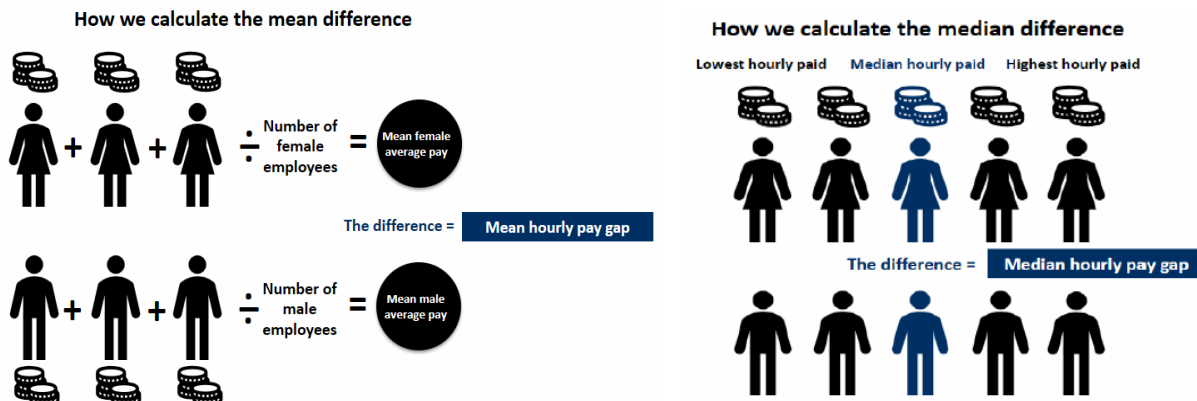
### How We Calculated Our Figures

On 5<sup>th</sup> April 2024, International Fish Cannery employed 282 employees, 34% were male and 66% female.

The 2 main calculations required were the median and mean pay gaps between male and female hourly pay rates and bonuses.

To calculate the median, all the hourly rates of male employees were listed and then female employees listed. The middle rates were then identified.

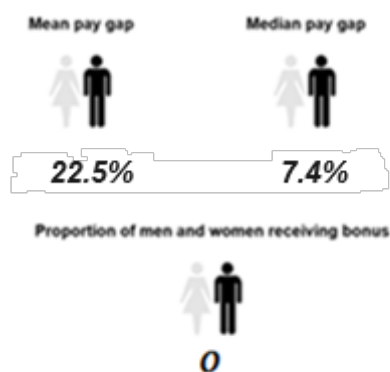
To calculate the mean (more commonly known as average), all the men's hourly pay rates were added together and divided it by the total number of male employees. The same calculation was then done for female employees.



## **Our Results**

The statutory calculations are as follows:

Male/Female % of employees	34% male, 66% female
Median gender pay gap	+7.4%
Mean gender pay gap	+22.5%
Median bonus pay gap	0
Mean bonus pay gap	0
% males/females receiving a bonus payment	0
Lower quartile (male/female %)	12.7%/87.3%
Lower middle quartile (male/female %)	21.4%/78.6%
Upper middle quartile (male/female %)	40%/60%
Upper quartile (male/female %)	62%/38%



## **Understanding Our Pay Gap**

The median pay gap for our employees is 7.4%, compared with the UK average of 14.3% (according to the UK Govt Website). The mean pay gap is 22.5%, compared with the UK average 14.8%. Comparing this to last year, the median gap has widened to 7.4% (median) and the mean gap has closed to 22.5% (mean), an adverse of 25% and an improvement of 8% respectively.

The majority of our employees are Operatives who are paid hourly rates with no difference between males and females. However, a significant portion of our female staff work part time hours, as the Company recognises the need for flexibility in the current climate. The gap in our figures is driven by 2 departments, senior management and engineering. Our senior management team at the snapshot date was 80% male. Our engineering team is made up of all male employees (hourly paid) bar 1 female. As these roles carry a higher level of responsibility as well as skills and qualifications required, they are remunerated accordingly. Our pay rates for engineers are based on market rates determined by the SJIB.

Our median bonus gap is 0 as no bonus was paid at this time.

## **Closing The Gap**

International Fish Canneries are committed to ensuring equal treatment for all its employees. We also believe in internal progression. We are committed to all our staff and encourage them to develop themselves via internal and external training wherever possible. We also advertise all our vacancies internally and look to promote from within.

One of the main barriers to closing our Gender Pay Gap is the male-female ratios in our senior management and engineering team, both areas have a low turnover, and applicants tend to be male. IFC face challenges when recruiting female engineers due to the limited pool of candidates in the Northeast of Scotland. IFC consider all

applicants equally and will continue to employ the candidate best suited for the role, we will also continue to promote and support the benefits of workplace training and learning. Since the snapshot date, female managers have been appointed at mid-level as well as a female senior manager and our female apprentice engineer is progressing well.