



## New England Seafood International – Gender Pay Gap 2022

### *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. The following Gender Pay Gap Report looks at data from the year ending the 5<sup>th</sup> of April 2022.

Our core purpose at New England Seafood is to “Enhance Lives Through Fish.” We are proud to employ approximately 552 colleagues based across our factories in and offices in Chessington, Surrey and Grimsby, North East Lincolnshire. These colleagues come from many nationalities, races, ethnicities and backgrounds, this diversity strengthens our business and we value it. In April of 2022, 32% of our colleagues were women and 68% were male. This is up from a split of 29% female and 71% male for the year ended April 2021.

One of our values is “By Learning We Grow,” and we are proud to support the on-going learning, development and progression of all our colleagues, not only through pay but through training, “on the job” experience and the development of specialist knowledge in the fish category. All of which contributes to our strong partnership with our customers and underpins the continued success of 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 2022 Gender Pay Gap - Pay*

The median pay gap for colleagues in our business was 2%. This means that the median male colleague was paid 0.24% more than the median female colleague. It is important to note, that while the majority of our colleagues are paid through a fixed matrix based on the skills they have gained, there is a correlation between time in the business and the acquisition of skills/ knowledge that enable colleagues to pass assessments that result in pay increases.

The mean pay gap for our colleagues is 8% meaning that the average pay for male colleagues is 1.46% higher than the average pay for female colleagues. Historically in 2020 and 2021 the business had more

senior, highly paid male colleagues than we had senior, highly paid female colleagues. However, through the end of 2021 and entering into 2022 we have promoted two females onto the Leadership Team, closing the gap between on the pay quartile. However, it remains we continue to have a higher proportion of high earners who are male versus the proportion of females. We see this across the rest of our pay quartiles.

### ***Our 2022 Gender Pay Gap - Bonuses***

The median pay gap for bonuses for colleagues is 38%. While our factory colleagues work under a different bonus scheme to our senior office and leadership teams, neither scheme are guaranteed and are at the discretion of the business. In 2022 our factory colleagues were unfortunately not paid out a bonus, whilst there were some discretionary bonuses awarded to senior colleagues.

The mean bonus pay gap is 56% - this means that the average bonus paid out for a male was higher than for a female by just over half. For every £1 a male received a female would receive 44p. This mean is particularly impacted 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 training and development that will support women and men to progress through our organisation and develop their career.

We are committed to being an equal opportunity workplace.

### ***Statutory Disclosures***

Mix of male and female colleagues	68%/32%
Median gender pay gap	2%
Mean gender pay gap	8%
Median bonus pay gap	38%
Mean bonus pay gap	56%
Lower quartile (male/female%)	60%/40%
Lower middle quartile (male/female%)	73%/27%
Upper middle quartile (male/female%)	69%/31%
Upper quartile (male/female%)	69%/31%