



## Thistle Seafoods Ltd Gender Pay Gap Report 2021

### Introduction

All UK organisations with over 250 employees are now required by law to carry out annual Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The report details a Company's Gender Pay and Bonus Gaps; the percentage of men and women receiving a bonus; and the proportions of men and women in each pay quartile of the workforce.

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 figures drawn from a specific date each year. This is called the 'snapshot date'. The snapshot date for businesses and charities is the 5<sup>th</sup> April.

It is important to know that the Gender Pay Gap is not the same as Equal Pay, and it exists in most organisations.

**Equal Pay** means that men and women performing equal work should generally receive equal pay.

**Gender Pay Gap** is the difference between men's and women's average hourly pay across an organisation, expressed as a percentage, and it is reported as a mean average and median average (mid-point) figure.

Some of the reported reasons for why a Gender Pay Gap exists are as follows:

- Women are often under-represented in senior roles where remuneration is higher.
- Women are more likely to take time out of their careers to start a family or have carer responsibilities; the gap typically widens when women reach the age of 40.
- Some sectors have a higher proportion of part-time roles e.g., health, retail, and social care, commonly resulting in a higher proportion of women in entry level roles.
- Educational choices where fewer women work in STEM sectors – science, technology, engineering, and mathematics, leading to fewer women in higher-paid specialist roles such as Finance, IT, Engineering, and Logistics.

**2021 Reported Figures**

|                       | <b>Thistle Seafoods 2021</b> |
|-----------------------|------------------------------|
| <b>Mean Pay Gap</b>   | 14.2%                        |
| <b>Median Pay Gap</b> | 5.6%                         |

**Upper Quartile**

| Male | Female |
|------|--------|
| 89%  | 11%    |

**Upper Middle Quartile**

| Male | Female |
|------|--------|
| 68%  | 32%    |

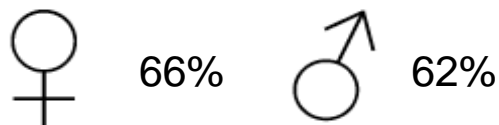
**Lower Middle Quartile**

| Male | Female |
|------|--------|
| 23%  | 77%    |

**Lower Quartile**

| Male | Female |
|------|--------|
| 52%  | 48%    |

**Portion of Men and Women Who Received a Bonus**



**Average Bonus Gender Pay Gap**

|                             |    |
|-----------------------------|----|
| <b>Mean Bonus Pay Gap</b>   | 0% |
| <b>Median Bonus Pay Gap</b> | 0% |

## Comparison between Current Year and Previous Years

|                       | Thistle Seafoods 2017 | Thistle Seafoods 2018 | Thistle Seafoods 2019 | Thistle Seafoods 2020 | Thistle Seafoods 2021 |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <b>Mean Pay Gap</b>   | 10.8%                 | 14.5%                 | - *                   | 11.9%                 | 14.2%                 |
| <b>Median Pay Gap</b> | 0%                    | 2.1%                  | - *                   | 3.1%                  | 5.6%                  |

### Upper Quartile

|        | 2017 | 2018 | 2019 | 2020 | 2021 |
|--------|------|------|------|------|------|
| Male   | 83%  | 93%  | - *  | 87%  | 89%  |
| Female | 17%  | 7%   | - *  | 13%  | 11%  |

### Upper Middle Quartile

|        | 2017 | 2018 | 2019 | 2020 | 2021 |
|--------|------|------|------|------|------|
| Male   | 53%  | 52%  | - *  | 49%  | 68%  |
| Female | 47%  | 48%  | - *  | 51%  | 32%  |

### Lower Middle Quartile

|        | 2017 | 2018 | 2019 | 2020 | 2021 |
|--------|------|------|------|------|------|
| Male   | 50%  | 50%  | - *  | 45%  | 23%  |
| Female | 50%  | 50%  | - *  | 55%  | 77%  |

### Lower Quartile

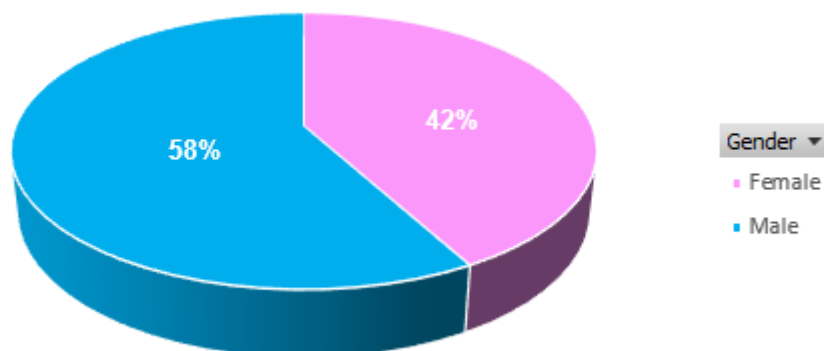
|        | 2017 | 2018 | 2019 | 2020 | 2021 |
|--------|------|------|------|------|------|
| Male   | 50%  | 50%  | - *  | 50%  | 52%  |
| Female | 50%  | 50%  | - *  | 50%  | 48%  |

\* 2019's data was not analysed or submitted due to the Coronavirus (COVID-19) Pandemic.

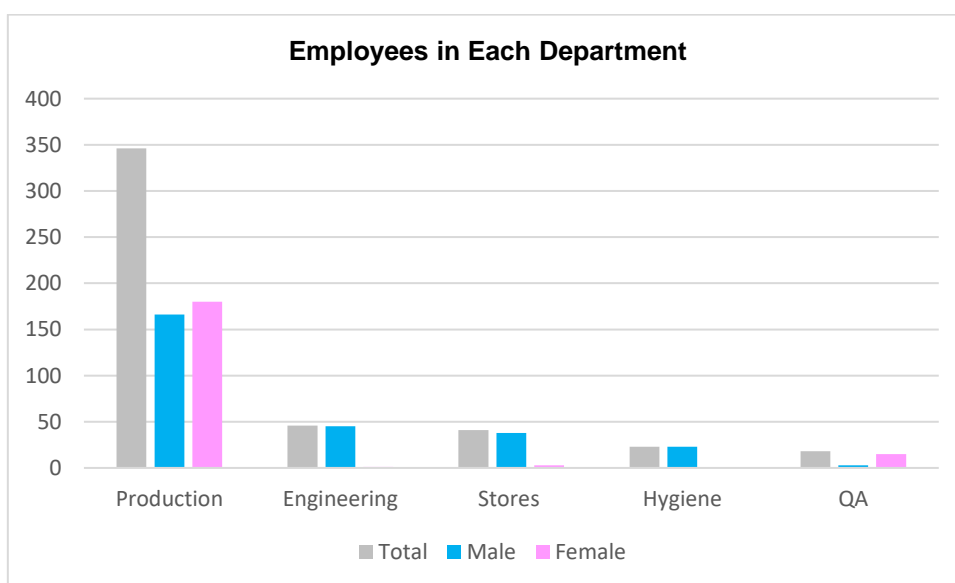
## Understanding our Gender Pay Gap

On the 5<sup>th</sup> April 2021 Thistle Seafoods employed 474 members of staff, 275 were male and 199 were female. The majority worked full time, with only one female member of staff working part-time.

**Total Employees**



**Employees in Each Department**



**Mean and Median**

The gap in our mean and quartile statistics are mainly driven by four departments - engineering, stores, hygiene and the palletising and airlock staff of our chilled coding department. All employees within these departments are male, with the exception of one female in the engineering department and three females in the stores department. Two of the four females fall within the upper quartile and the other two fall within the upper-middle quartile.

Market rates, combined with low unemployment rates in our geographical location, and other industries such as Oil and Gas competing for the same individuals, dictates the rate of pay with the engineering department. Market rates also determine the rate of pay for our forklift drivers, which in turn determines the rate of pay for other positions within our stores department. The chilled coding palletising and airlock staff are paid a higher rate of pay due to the conditions they work in. The coldstores run at -15°C and although they are provided with the correct personal protective equipment, it is a more challenging and unappealing environment to work in. The hygiene department receive a nightshift allowance within their hourly rate, due to their regular hours of work

being during the 'night period'. They are therefore paid at a higher rate than those who work our dayshift or backshift.

If we remove our engineering, stores, hygiene and the palletising and airlock staff of our chilled coding department from our calculations the changes to our mean pay gap is significant, with our adjusted median pay gap being 0%

|                | Actual | Adjusted |
|----------------|--------|----------|
| Mean Pay Gap   | 14.2%  | 2.4%     |
| Median Pay Gap | 5.6%   | 0%       |

*Quartiles*

With regards to the lower and middle-lower quartiles all the members of staff within these quartiles are on the same rate of pay, with the exception of five males, who are all on a slightly lower rate due to being apprentice engineers and fall into the lower quartile. Half of the males in the middle-upper quartile and 88% of the males in the upper quartile are employed in engineering, stores, hygiene and the palletising and airlock staff of our chilled coding department,

*Bonus*

In April 2021, the company issued eligible staff with a £100 bonus to thank them for working during the Coronavirus Pandemic. The criteria staff had to meet were as follows:

- Have worked for the company for more than one month.
- Have continued to attend work during the pandemic (periods of self-isolation do not count).
- There have been no concerns raised regarding attendance, attitude, or behaviour during the pandemic.

66% of females and 62% of males met this criteria, and the mean and median bonus gap was 0%

**Our Progress and Closing the Gap Further**

As noted, the issues within our Gender Pay Gap are due to our engineering, stores, hygiene and the palletising and airlock staff of our chilled coding department. During the snapshot period (6<sup>th</sup> April 2020 to 5<sup>th</sup> April 2021), 593 engineers applied for a position with us, of which only four were female. For the position of Engineering Manager and Engineering Team Leader we had 88 males apply and no females. For the position of Electrical Shift Maintenance Engineer 238 candidates applied of which one was female. She was not selected as her background was in electronics which did not meet the skillset requirement for the role. For the position of Mechanical Shift Maintenance Engineer 208 people applied. One was female. She was interviewed and was offered the position; however, she chose to accept another job with an Oil and Gas company. With regards to our engineering apprenticeship 2020 intake, we had 61 candidates apply, 59 were male and two were female. Both females were invited to take part in the second stage of the selection process, which involves completing

a numerical and comprehension test online. Neither of them completed the tests and therefore did not progress to the next stage. The split between male and female applicants mirrors that of previous years.

With regards to Stores, Hygiene and Chilled Coding palletising and airlock positions, we advertise these internally and externally. Unfortunately, there have been no female applicants for these positions.

Progression opportunities continue to be at the forefront of our recruitment. We firmly believe that providing employees with the chance to apply for roles that match their interests, is extremely important to both the employee and the Company. We provide extensive training to aid staff development, and to provide opportunities to those who might not currently have the necessary skills, experience, or qualifications but have a desire to progress in that area. With regards to external candidates, we use a variety of recruitment methods such, attending careers fairs; advertising on our company website and social media sites, across job boards such as Indeed and Glassdoor, in newspapers and on the radio; and we use approved recruitment agencies. The same screening process is applied to all applications, candidates participate in the same selection process, and we employ the candidate most suitable for the role. 2021 was a particularly challenging year due to the Coronavirus Pandemic, however, we continued to recruit using the same methods, allowing all interested candidates to apply, and be screened using a fair selection process.

**Approval for this statement**

This statement was approved by the Board of Directors on 1<sup>st</sup> April 2022.

Name: Pamela Macdougall

Signature: 

Date: 01/04/2022