

Sofina Foods 2022 Gender Pay Report



Young's Seafoods Ltd

This document sets out our gender pay results for 2022 and is in line with our reporting requirements under the **Gender Pay Gap Regulations** [2010].

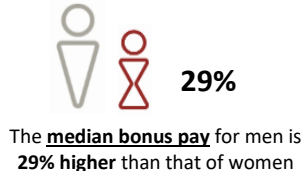
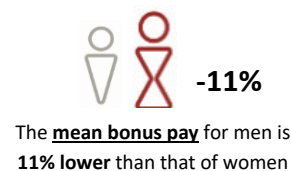
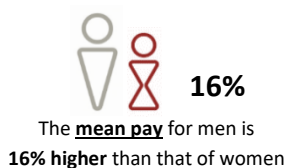
The regulations state that relevant employers must assess the pay differences between men and women to ensure that an equitable workplace is developed.

We are committed to creating a progressive workplace that promotes diversity, personal development and equal opportunities for all employees, including those of different genders and identities.

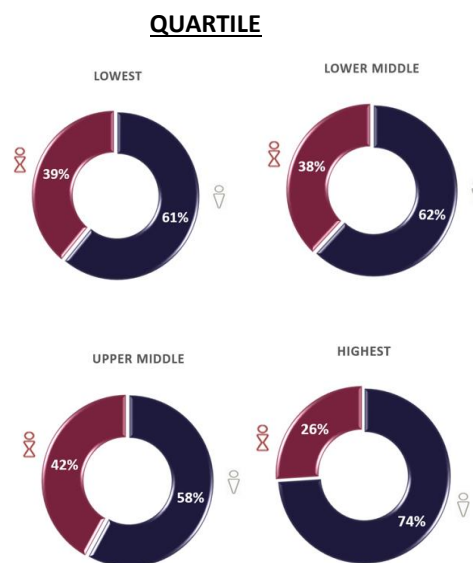
Our gender pay gap results for 2022: Youngs Seafood Ltd



GENDER PAY AND BONUS



PROPORTION OF FEMALES AND MALES PER EARNINGS QUARTILE



PROPORTION OF MEN AND WOMEN PAID A BONUS



Analysing our gender pay gap - the main reasons for our gender pay results are:

- We employ more men than women;
- We issued exceptional bonus payments in 2021 as part of our response to COVID-19/ production demand;
- There continues to be a legacy of men working in managerial roles within our industry.

Our next steps – we will continue to improve and align our pay structure by:

- **Recruitment** –selecting the best person for the job through fair and unbiased recruitment processes.
- **Learning & Development** - promoting diversity, human rights, equal opportunities and social welfare through our dedicated training programmes.
- **Role Structure**- reviewing our job roles and shift patterns to ensure that we can provide employment opportunities for individuals with different lifestyles and personal needs.
- **Career Development**- encouraging employees from different backgrounds to build a career with the business and take on leadership roles.

Statement - We confirm that the information and data provided is accurate as of the snapshot date of the 5th April 2022.

Human Resources Director

Dominic Kerrigan

21-Mar-23