



Fairfax Meadow Gender Pay Report - 2018

Fairfax Meadow is the leading catering butcher in the UK delivering a full range of products including our own award winning burgers and sausages to our customers. Our business is typical of a manufacturing facility and the majority of our team are involved in processing our products within our manufacturing operation.

Key to our continued success is our diverse workforce of 598 across our production facilities and key functions across our business such as Logistics, Technical, Sales, Finance and HR.

Our Figures

The report details our calculated figures as at the 5th April 2018. We had 511 employees for reporting purposes and the breakdown of our data is below;

Gender Pay and Bonus Pay Gap

Pay Gap

Women's pay is

6.5%

LOWER
(median)

2.1%

LOWER
(mean)

Bonus Gap

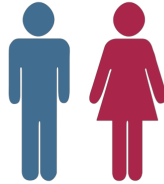
No bonus was awarded during the 2018 qualifying period

The median and mean pay gaps are 6.5% and 2.1% respectively. We are pleased to report that our median gender pay gap has decreased from the previous reporting period from 8.6% to 6.5% and remains lower than the UK current median pay gap of 18%.



Gender Split

75%



25%

384 - Male Employees

127 - Female Employees

Our gender split is typical of the manufacturing industry and catering butchery.

Pay Quartiles

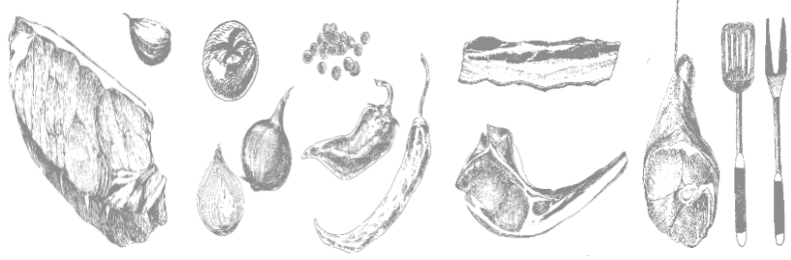
	Top	Upper Middle	Middle	Lower
Male	77%	80%	76%	67%
Female	23%	20%	24%	33%

From last year we have seen a positive increase across our top and upper middle quartiles for our female employees. The landscape of our business has changed with our new production and processing facilities which has provided development steps for all our workforce. We have ensured equality of opportunity for all employees and we have seen this reflected in the larger proportion of female employees in the top and upper middle quartiles.

What steps have we taken to address our gap ?

We have continued to develop and introduce our current manufacturing grading process and extend this across all our manufacturing sites, this has then generated positive conversations and actions around learning and development.

We have reviewed our learning and development activity and introduced new supervisory and management training along side further training opportunities and apprenticeships .



What's next

We are introducing over the coming year our new values and behaviours framework which is designed to support the growth and development of all employees.

Our new framework will also introduce work levels to our workforce giving us a more transparent approach to managing our employees. This will provide clear progression pathways in the future linked to talent management and succession planning through our people management processes.

As part of our continued Learning and Development review and activity we are introducing further training, skills and knowledge enhancement around our products and industry. This year will see the introduction of industry developed and accredited sector specific learning journeys and qualifications.

We will continue to encourage active membership and participation of external networking groups such as Meat Business Women.

Alongside this we will continue to review our policies and working practices to support the progression of our employees and continue to support flexible working .

I confirm that the data and information reported is accurate as at 5th April 2018

Zilla Mayne *Chartered MCIPD*

Head of Human Resources