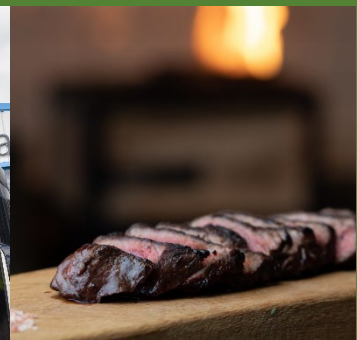


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*People Team
Gender Pay Gap
Report for April 2022 (2021
Figures)*



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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 315 across our production facilities and key functions across our business such as Logistics, Technical, Sales, Finance and HR.



Our Figures

84
Employees

The report details our calculated figures as at the 5 April, 2021. We had 84 employees for reporting purposes and the breakdown of our data below.

Gender Pay and Bonus Pay Gap

Pay Gap

Women's pay is

0 % **34.3%**

HIGHER **HIGHER**
(median) (mean)

Bonus Gap

Men **Women**
5 % **5 %**

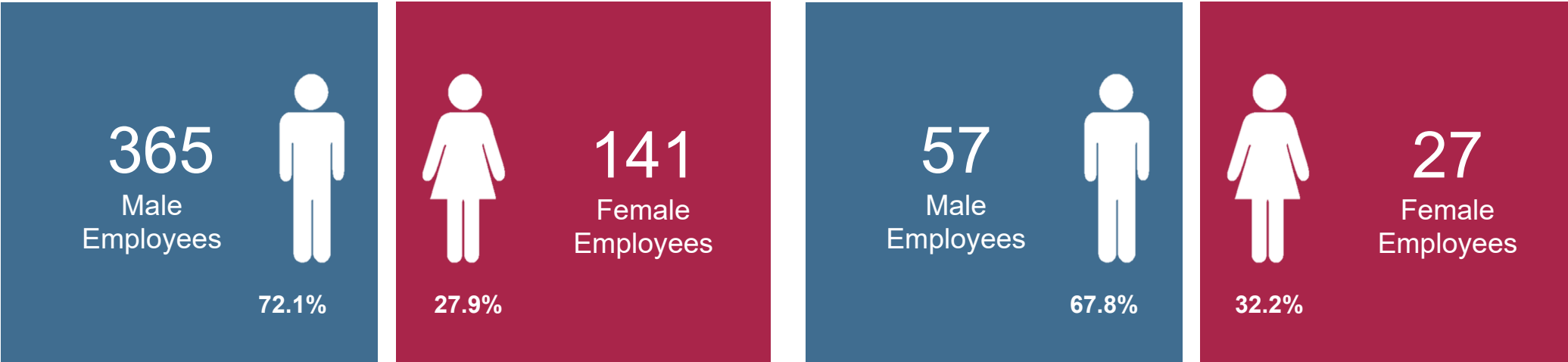
At the snap shot date only 84 of our employees were working full time with 231 being on furlough. The smaller sample size to previous years and three female Directors have affected the pay gap.

The Mean pay gap shows women's pay 34.3% higher and brought the median to 0% pay gap.

Gender Split

2020

2021



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

Pay Quartiles

	Top	Upper Middle	Middle	Lower
Male	76.4%	76.4%	73.2%	62.4%
Female	23.6%	23.6%	26.8%	37.6%

Pay Quartiles

	Top	Upper Middle	Middle	Lower
Male	57.1%	81%	76.2%	57.1%
Female	42.9%	19%	23.8%	42.9%

Our people

At Fairfax meadow it is very important that every one of our colleagues feels valued and is able to contribute to the objectives of the company whatever their gender.

We are passionate about fairness and equality and are committed to creating an environment that allows all of our employees to feel proud to work for us, regardless of their gender, age, race, ethnicity, disability, sexual orientation or background.

Our People Agenda objective for 2021 – 2023 is focussed on engaging, motivating and growing our people with the right behaviours to ensure fairness, equality and effectiveness and through out the next few years we are working on initiatives to be able to achieve this.

We will continue to encourage active membership and participation of external networking groups such as Meat Business Women. Our ongoing appraisal and performance commitments will identify opportunities for all of our people.

These initiatives and actions are underpinned by our values – Professional, Passionate, Trusted.

I confirm that the data and information reported is accurate as at 29th March 2022

Jules Wade Chartered MCIPD
People Director



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