

**fairfaxmeadow**  
*putting great meat on the menu*

*People Team  
Gender Pay Gap  
Report 2019*



# fairfaxmeadow

putting great meat on the menu

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



## Our Figures

447  
Employees

The report details our calculated figures as at the 5th April 2019. We had 447 employees for reporting purposes and the breakdown of our data below.

## Gender Pay and Bonus Pay Gap

### Pay Gap

Women's pay is

**2.9%**

**HIGHER**  
(median)

**2.7%**

**HIGHER**  
(mean)

### Bonus Gap

No bonus was awarded during the 2019 qualifying period

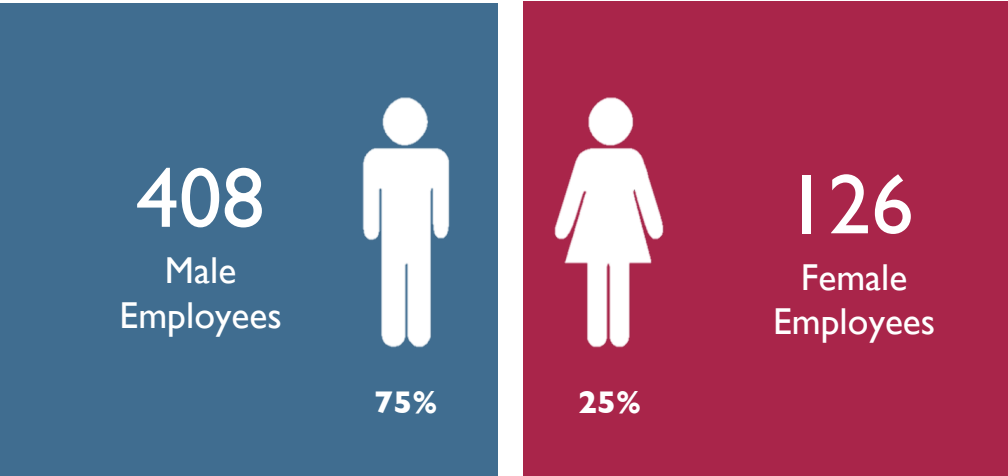
The median and mean pay gaps are 2.9% and 2.7% respectively, whereby women's pay is higher than men's for 2019.

This compares to the 2018 whereby the median women's pay was 2.0% lower and the mean women's pay was 8.6% lower.

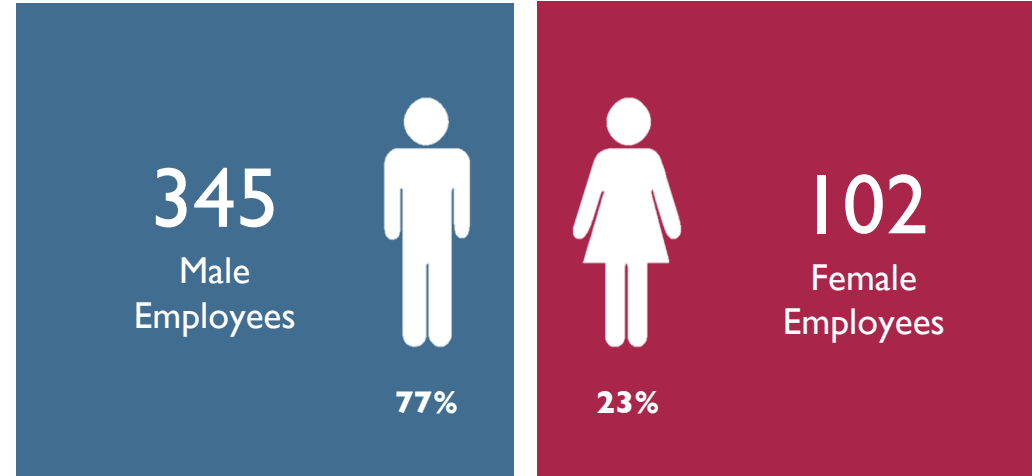
The swing on the median from 2.0% lower to 2.9% higher and on the mean from 8.6% lower to 2.7% higher, is in part due to the restructuring of the sites in the South East of England and changed profile of the workforce at these sites.

*Gender Split*

2018



2019



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

**Pay Quartiles**

	Top	Upper Middle	Middle	Lower
Male	78%	84%	73%	70%
Female	22%	16%	27%	30%

**Pay Quartiles**

	Top	Upper Middle	Middle	Lower
Male	76%	72%	84%	77%
Female	24%	28%	16%	23%

## *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.

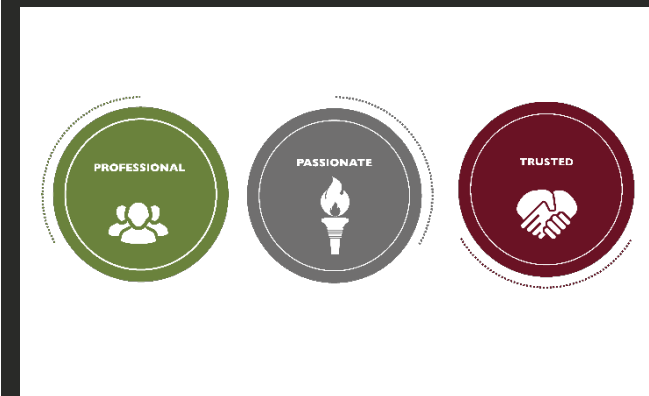
Our People Agenda objective for 2019 – 2021 is focused on engaging, motivating and growing our people with the right behaviours to ensure fairness, equality and effectiveness and through out the next few years we are working on initiatives to be able to achieve this.

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 10th March 2019

**Jules Wade Chartered MCIPD**  
**People Director**



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