

Fairfax Meadow – Gender Pay Report 2021

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.

Overall Pay Gap

Our Gender Pay Gap at 5th April 2021:

1. The difference between the MEAN hourly rate of male and female employees was **-34.3%**
2. The difference between the MEDIAN hourly rate of male and female employees was **0.0%**

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.

Quartile Pay Bands

3. Our gender split is typical of the manufacturing industry and catering butchery. Here we have ranked all employees pay from lowest to highest and then divided the population in to four equal groups which we have analysed by the proportion of Male and Female employees in each of 4 quartiles:

Quartiles	Percentage Male	Percentage Female
Upper	57.1%	42.9%
Upper Middle	81.0%	19.0%
Lower Middle	76.2%	23.8%
Lower	57.1%	42.9%

Bonus Pay

We are also required to report on the bonus payments received by male and female employees to identify the bonus Gender Pay Gap, for those receiving bonus pay (data relates to bonus payments received in the 12 months ending 5th April 2021):

4. The difference between the MEAN bonuses paid to relevant male employees and those paid to relevant female employees was **-265.8%**
5. The difference between MEDIAN bonuses paid to relevant male employees and those paid to relevant female employees was **-41.6%**
6. **5.0%** of male employees received bonus pay; **5.0%** of female employees received bonus pay

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
Fairfax Meadow