



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

## Fairfax Meadow Gender Pay Report - 2017

We are the leading catering butcher in the UK providing a full product range across all meat categories from game & delicatessen to our own award winning burgers and sausages.

Fairfax Meadow employs 609 people based in multiple sites across the UK. Our workforce is split across various areas of the business. A section of our team are involved in the sales, marketing, distribution, technical and support functions. As is typical of the UK manufacturing industry, the majority of our team are involved in the processing of our product through our manufacturing operations.

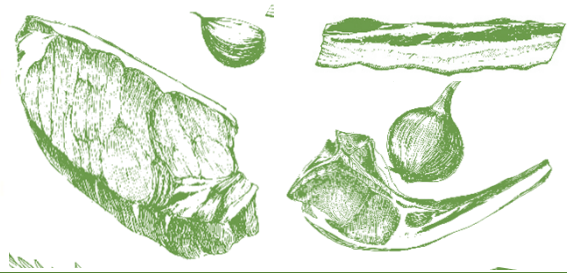
In this report we provide our gender pay gap information as at the snapshot date of 5<sup>th</sup> April 2017. At this point the number of qualifying employees (as per the gender pay gap reporting legislation) was 534.

On this date the split of our employees was 24% female (126 employees) and 76% male (408 employees). As is typical of the manufacturing industry and catering butcher sector the majority of our workforce is male.

I confirm that the data and information reported is accurate as at 5th April 2017

Zilla Mayne *Chartered MCIPD*

Head of Human Resources



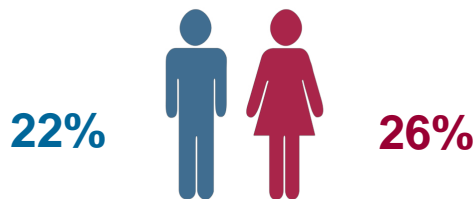
## Our Data

### Gender Pay and Bonus Pay Gap

Pay Gap Women's pay is		Bonus Gap Women's pay is	
<b>8.6%</b>	<b>2.0%</b>	<b>0%</b>	<b>71.4%</b>
<b>LOWER</b> (median)	<b>LOWER</b> (mean)	<b>EQUAL</b> (median)	<b>HIGHER</b> (mean)

Our median gender pay gap of 8.6% is lower than the current UK median pay gap of 18.0%. All employees have the same opportunities, due to lifestyle choices some employees may choose to work shifts that attract a premium and additional hours which along with a high male population we believe contributes towards our pay gap.

### Bonus Pay



The above shows the proportion of males and females receiving a bonus. 4% more of females received a bonus than males based on the bonus eligibility within the scheme and their performance. The median bonus for males and females is exactly the same.

### Pay Quartiles

	Top	Upper Middle	Lower Middle	Lower
<b>Male</b>	<b>78.2%</b>	<b>84.2%</b>	<b>72.9%</b>	<b>70.4%</b>
<b>Female</b>	<b>21.8%</b>	<b>15.8%</b>	<b>27.1%</b>	<b>29.6%</b>

The breakdown of our workforce across pay quartiles shows a higher percentage of males across all quartiles, this is not uncommon in our sector. We recognise that in our upper middle tier, which represents our senior managers, specialism's and our logistics team, our female population is at its lowest. Opportunities are open to everyone within our business and we take positive steps to ensure we promote and recruit fairly.



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## What's Happening Next?

We recognise that to continue to meet our objectives and support our diverse customer base we need a great team across our entire business. A team that is motivated and committed to excellence, a team that is diverse and reflective of the UK customer base. As such we are committed to promoting diversity in our business and supporting our workforce to grow, develop and share in our commitment to put great meat on the menu.

We have taken proactive actions on gender pay and after conducting some initial analysis a year ahead of the legislation timetable. This showed us that we whilst we have a gap it is significantly lower than the current UK median gap of 18%. Whilst pleased with this result and our published data, we will still be continuing to review our practices. We have decided to look at the next steps of rolling out our current manufacturing grading process and extend this across all our manufacturing sites, along with launching a grading framework fully into our business over the next year.

In addition to this we will continue to review our performance management and succession process to ensure that we recognise our people and promote them with transparency based on contribution.

We will continue to engage externally with the industry as we currently have a number of female employees whom are active members of the Meat Business Women networking group.

Alongside this we will continue to offer flexibility, support and development opportunities through our regular appraisals to all our workforce.

