



fairfaxmeadow
putting great meat on the menu

People Team
Gender Pay Gap
Report for 2022 - 2023



Fairfax Meadow is the leading foodservice butcher in the UK, delivering a full range of products, including perfectly dry aged beef, award winning burgers and sausages.

We've been putting great meat on menus across the UK since 1974.

Our business is typical of a manufacturing facility, and the majority of our team are involved in processing our products within our manufacturing operation.



Our figures

336
Employees

The report details our calculated figures as at the 5th April 2023.

We had 336 employees for reporting purposes and the breakdown of our data is below.

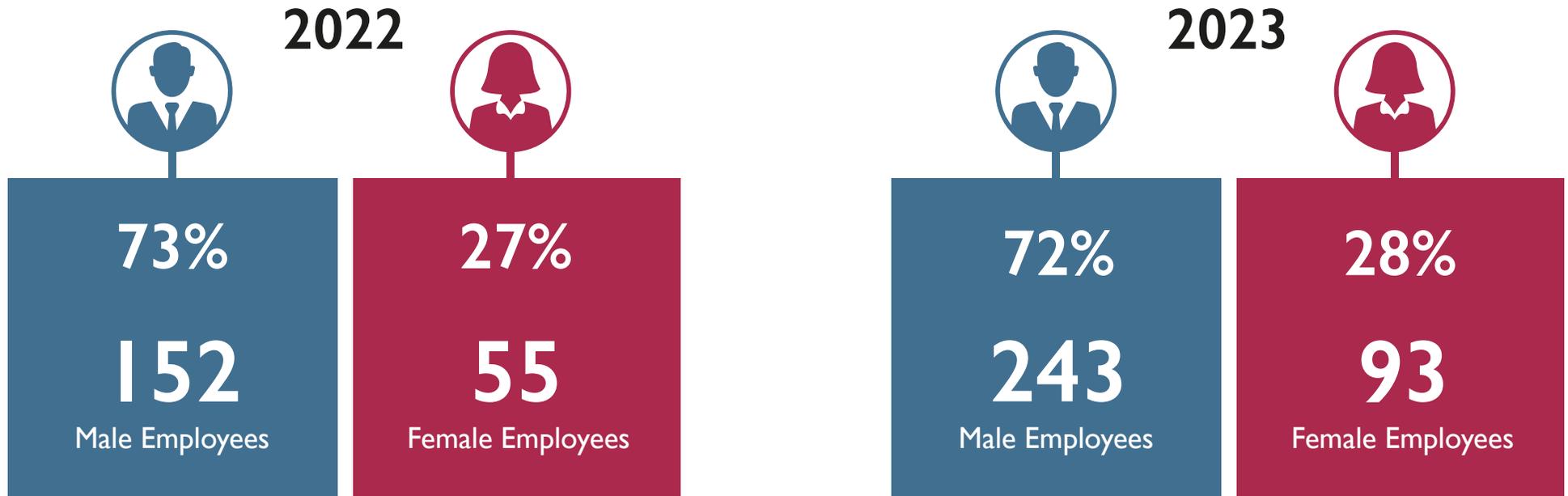
Gender Pay and Bonus Pay Gap

Pay Gap
Women's pay is
5% HIGHER
(mean)
4% LOWER
(median)

Bonus Gap

Men	Women
	
64%	57%

Gender Split



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

Pay Quartiles 2022

	Top	Upper Middle	Middle	Lower
Male	68.6%	80.8%	69.2%	75%
Female	31.4%	19.2%	30.8%	25%

Pay Quartiles 2023

	Top	Upper Middle	Middle	Lower
Male	78.6%	76.2%	66.7%	67.9%
Female	21.4%	23.8%	33.3%	32.1%

Our People

At Fairfax Meadow it is very important that every team member feels valued and can contribute to the company's business strategy and vision.

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

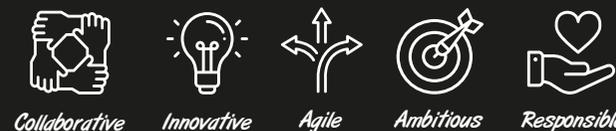
Key to our continued success is our diverse workforce across our production facilities and key functions across our business such as Operations, Logistics, Technical, Sales, Finance and the People Team, who are all integral to the effectiveness of the business.

Our People Agenda objective for 2023 – 2025 is focused on engaging, motivating and growing our people with the right behaviours to ensure fairness, equality and effectiveness and throughout the next few years we are working on initiatives to be able to achieve this. We are committed to providing apprenticeship opportunities in various roles and to be an attractive workplace for people who want to enjoy a career in the meat industry. 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 our people. These initiatives and actions are underpinned by our values – Collaborative, Innovative, Agile, Ambitious and Responsible.

I confirm that the data and information reported is accurate as at the 12th March 2024.

Suzanne James Chartered MCIPD
People Director





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