

Fairfax Meadow – Gender Pay Report 2022

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.

The business is typical of a manufacturing facility, and the majority of the team is involved in processing products within its own manufacturing operation.

The figures reflect that the business was reshaping and coming out of furlough following Covid. It was also impacted by the skills shortage that affected most companies.

At the date of the report only 207 of our employees were working full time.

Overall Pay Gap

Our Gender Pay Gap at 5th April 2022:

The difference between the MEAN hourly rate of male and female employees was **-14.3%**

The difference between the MEDIAN hourly rate of male and female employees was **4%**

Quartile Pay Bands

The impact of more men than women being employed in leadership roles is shown below. Here we have ranked hourly pay for all employees 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 the four quartiles. Our gender split is typical of the manufacturing industry and catering butchery pay quartiles.

Quartile	Percentage Male	Percentage Female
Upper	68.6%	31.4%
Upper Middle	80.8%	19.2%
Lower Middle	69.2%	30.8%
Lower	75.0%	25.0%

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 2022):

The difference between the MEAN bonuses paid to relevant male employees and those paid to relevant female employees was **22.3%**

The difference between MEDIAN bonuses paid to relevant male employees and those paid to relevant female employees was **9.7%**

65% of male employees received bonus pay; **52%** of female employees received bonus pay.

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

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 of 342 team members across our production facilities and key functions across our business such as Logistics, Technical, Sales, Finance and the People team, who are all integral to the effectiveness of the business.

Our People Agenda objective for 2022 – 2024 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 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 information provided within this report is accurate as at 5 April 2022.

Jackie Lanham
Chief People and Culture Officer
Hilton Food Group plc