

**FAIRFAX
MEADOW
FOODSERVICE**

PEOPLE TEAM GENDER PAY GAP

REPORT FOR
2023-2024



- ▶ Fairfax Meadow is the UK's favourite foodservice catering butcher and has been putting great meat on the menu for 50 years. Our unrivalled heritage, scale and expertise allow us to provide great quality meat and excellent service, consistently.
- ▶ Fairfax Meadow is proud to be recognised as Meat Managements catering butcher of the year for both 2023 and 2024. As the trusted supplier to major pub operators, cruise liners and schools, we are dedicated to delivering the highest quality meat with consistency, expertise and innovation.
- ▶ We've been putting great meat on menus across the UK since 1974 and celebrated 50 years in 2024!
- ▶ Our business is typical of a manufacturing facility, and majority of our team are involved in processing our products within our manufacturing operation.
- ▶ We have a higher % Female in senior management positions than the average for the industry.



Our figures

This report details our calculated figures at 5th April 2024

We had 380 employees for reporting purposes and the breakdown of data is below.

Out of **76** recruits between 01/01/2024 and 31/12/2024 **37%** were females, up from 28% in 2023.

Gender split



Male 73.42% (279)

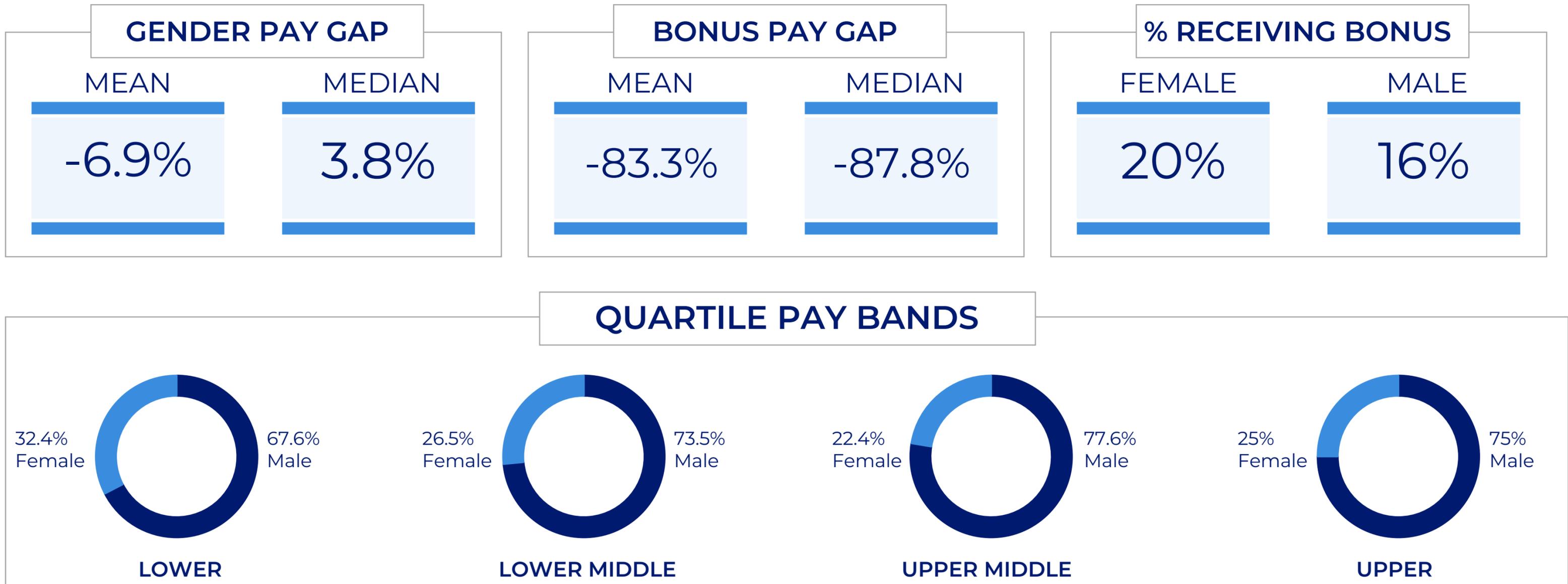


Female 26.58% (101)

Gender Split

The mean gender pay gap has continued to shift in favour of women, now at -6.9%, while the median gap in favour of men has narrowed to 3.8%. The mean bonus pay gap of -83.3% and the median of -87.8% reflect the impact of female leadership bonus at the senior level.

Fairfax Meadow remains committed to improving gender balance and pay equity. Female representation in the upper pay quartile has increased slightly, and the senior leadership team continues to maintain a 50-50 gender split. In 2024, the introduction of an Enhanced Maternity and Paternity offering marked a key step in supporting career progression and retaining female talent. Health and wellbeing have also been a priority, with initiatives focused on breast cancer awareness and menopause health assessments. Looking ahead, Fairfax Meadow plans to further support female talent through representation on development programmes and mentoring opportunities.



Our People

At Fairfax Meadow it is very important that every team member has an enhanced employee experience and feels valued, appreciated and can contribute to the company's business strategy and vision.

We are passionate about fairness, inclusion 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, Supply chain & Planning, Logistics, Technical, Commercial, Finance and the People Team, who are all integral to the effectiveness of the business.

We have a particular focus on health, wellbeing and appreciation initiatives as well as driving the sustainability, EVP and change agenda. We have recently launched our Inclusion Network, as D&I takes a higher priority. Our People Agenda objectives for 2024 – 2026 continues to focus on engaging, motivating and growing our people with the right behaviours to ensure fairness, equality and effectiveness with initiatives to be able to achieve this.

We are committed to providing apprenticeship and development opportunities in various roles and to be an attractive workplace for people who want to enjoy a career in the meat and food service industry. We will continue to encourage active membership and participation of external networking groups such as Meat BusinessWomen, as well as offering internal and external mentoring opportunities.

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 24th February 2025.



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