

MEADOW FOODS GENDER PAY GAP REPORT | Published April 2018



Meadow Foods is the UK's largest independent dairy and a leading supplier of milk and dairy ingredients to the food industry. We have three UK factories, located in Cheshire, Yorkshire and Peterborough. Collectively we manufacture a full range of dairy ingredients including Butters, Fresh, Cultured and Sweetened products for some of the world's leading food manufacturing businesses.

This report summarises our Gender Pay Gap which is the difference in average earnings between men and women across all roles, calculated at April 2017. This is different to the statutory requirement for Equal Pay which legislates that the same rate of pay must be given to men and women where the work they do is similar or of the same value.

Across the Meadow Foods sites our mean gender pay gap is 7%. We are encouraged that this markedly is lower than the current national mean pay gap (17.4%) and also that for the food manufacturing sector (14.5%). However, we understand that the promotion of diversity and a culture of gender equality across our business is an ongoing process.

Meadow Foods upholds Equal Opportunities and Equal Pay policies, which set out our values as an equal opportunity employer. We are committed to promoting equality of opportunity for all employees, and a working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit. We are also committed to introducing and maintaining pay systems, which are transparent, based on objective criteria and free from sex bias.

OUR GENDER PAY GAP DATA

In line with the annual requirement recently introduced for companies with more than 250 employees we are, for the first time, reporting our gender pay gap.

Our quartiles split shows that we have just over one fifth female representation in the highest paid roles across our organisation. We are also proud to have a mixture of female and male personnel both on the Board and within the Executive Team.

According to EEF, the manufacturer's organisation, the underlying reason for the gender pay gap in the food and drink industry overall, is a 'grass-roots problem'. There is a recognised lack of young girls studying science, technology, engineering and maths (STEM) subjects.

Meadow Foods is pleased to report that both of our Dairy Technology Apprentices are young women undertaking a structured technically-focused career path, providing them with opportunities for defined career progression leading eventually into senior management roles.



OUR GENDER BONUS DATA

Meadow Foods Ltd	
Mean Bonus Gap	67%
Median Bonus Gap	0%

MALES RECEIVING A BONUS

FEMALES RECEIVING A BONUS



OVER THE COMING YEAR...

We are working hard to help dispel any misperceptions and stereotypes of genders in roles by building links with local colleges and universities to raise young people's awareness of the different career opportunities available within the dairy manufacturing sector.

We will also continue to champion our ethos of Equal Opportunities and Equal Pay across our workforce.

We confirm that the information reported here is accurate and in accordance with the UK Governments Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Mark Chantler
Chief Executive Officer