



# meadow foods

*The essential ingredient*

## Gender Pay Gap Report

Published April 2019



## Company Background

Meadow Foods are 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, employing over 250 staff. 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.

## Report Summary

This report summarises our Gender Pay Gap which is the difference in average earnings between men and women across all roles, calculated at April 2018. 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.

## Report Contents

The report covers the following:

- Our Mean Gender Pay Gap
- Our Median Gender Pay Gap
- Our Mean Bonus Gender Pay Gap
- Our Median Bonus Gender Pay Gap
- Proportion of Males and Females Receiving Bonus Payment
- Proportion of Males and Females By Pay Quartile
- Our Dedication to Industry Equality



***“Our people are the essential ingredient to our business and we are committed to promoting equality of opportunities for all of our employees.”***

A handwritten signature in black ink, appearing to read 'Mark Chantler'.

**Mark Chantler**

Chief Executive Officer

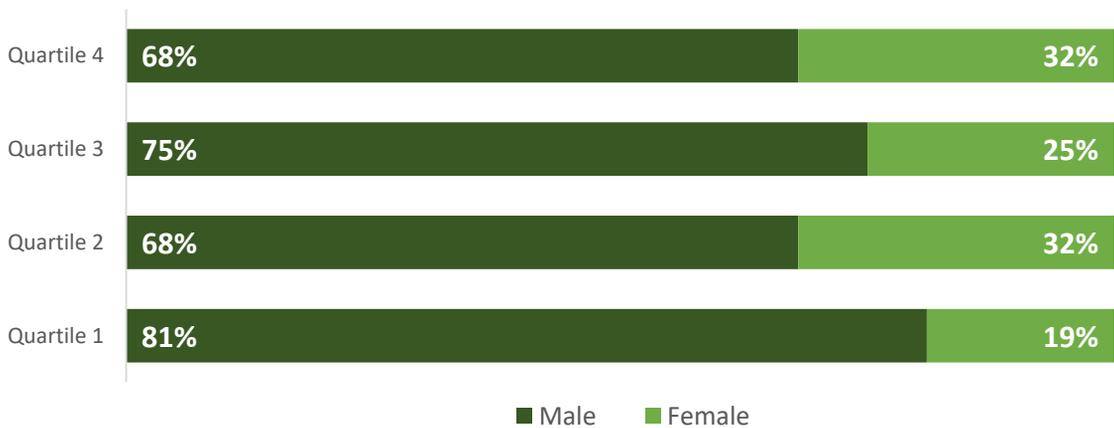
## Our Gender Pay Gap Data

Across the three Meadow Foods sites our mean gender pay gap is 8%. Our median pay has improved from 2017 by 4%, demonstrating the work we are doing to ensure that we have equal representation from our employees across all role levels. We are encouraged that this is lower than the current national median pay gap within the manufacturing industry, which sits at 10% for April 2018.

We are closer than ever before with achieving equality in regards to our bonus scheme, which has seen an equal percentage of males and females receiving a bonus in 2018. We are also committed to maintaining pay systems which are transparent, based on objective criteria and free from gender bias.

	Meadow Foods
Mean Pay Gap	8%
Median Pay Gap	6%
Mean Bonus Pay Gap	-56%
Median Bonus Gap	0%
Bonus Allocation Gap	0%

## Proportion of males and females in each quartile



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 women in general studying science, technology, engineering and maths (STEM) subjects.

Despite this, Meadow Foods are ensuring development of females once they enter the industry, with over 1 in 4 females holding senior management positions across the upper and upper middle pay quartiles.

## How Meadow Foods are encouraging equal gender representation

Meadow Foods are proud to report that we are working hard to encourage more women to work within the food manufacturing industry and also the industries that support our business. An example of this is that two of our Dairy Technology Apprentices are women undertaking a structured technically-focused career path.

We have also launched a Young Farmers Programme which consists of over 40% females. According to The Office for National Statistics, women now make up one third of the agricultural sectors, despite being a traditionally male dominated workforce. This has increased by 7% over the last decade and we hope to see a further increase by continuing to invest in the future of farmers.