

MEADOW

GENDER PAY GAP REPORT

Published 2022 | Calculated April 2021



COMPANY BACKGROUND

Meadow is one of the UK's largest independent dairy and a leading supplier of speciality ingredients to the food industry. We have four UK factories located in Cheshire, Yorkshire, Peterborough and Dolgellau employing over 450 staff. Collectively, we manufacture a full range of dairy ingredients including Butters, Fresh, Cultured and Sweetened products, plant based dairy alternatives, as well as inclusions, decorations and toppings 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 2021. 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



“AT MEADOW, OUR PEOPLE ARE THE ESSENTIAL INGREDIENT IN RUNNING OUR BUSINESS, AND WE ARE COMMITTED TO EQUALITY FOR ALL OF OUR COLLEAGUES”

A handwritten signature in black ink, appearing to read 'Raj Tugnait', with a horizontal line underneath.


Raj Tugnait,
CEO, Meadow Foods Limited.



OUR GENDER PAY GAP DATA

Across our Meadow sites our mean gender pay gap is 13%. Our median pay has improved from 2018 by 3%, 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 13% for July 2021.

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 2021. We are also committed to maintaining pay systems which are transparent, based on objective criteria and free from gender bias.



Mean Pay Gap	13%
Median Pay Gap	3%
Mean Bonus Pay Gap	26%
Median Bonus Gap	0%
Bonus Allocation Gap	0%

PROPORTION OF MALES & FEMALES IN EACH QUARTILE

■ Male ■ Female



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 is 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 IS ARE ENCOURAGING EQUAL GENDER REPRESENTATION

Meadow is 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. We have also launched a Young Farmers Programme which consists of over 40% females. According to The Office for National Statistics, 17% of the agricultural sector is female, despite being a traditionally male dominated workforce. This has increased from 7% in 2007/08 and we hope to see a further increase by continuing to invest in the future of farmers.