

MEADOW

GENDER PAY GAP REPORT

Published 2024 | Calculated April 2023



COMPANY BACKGROUND

Meadow is a leading ingredients business, a crucial manufacturer in the UK food supply chain, operating at scale. Based at 4 locations throughout the UK (Chester, Yorkshire, Peterborough and Dolgellau), and employing over 500 staff, we have long term partnerships with the world's largest food manufacturers. Collectively, we manufacture a wide range of dairy ingredients including butters, fresh, cultured and sweetened products, plant-based dairy alternatives, as well as inclusions 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 2023. 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 that reads "Raj Tugnait". Below the signature is a horizontal line.

Raj Tugnait,
CEO, Meadow Foods Limited.



OUR GENDER PAY GAP DATA

Across our Meadow sites our mean gender pay gap is 4%. Our median pay has improved from 2022 by 8%, 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 gap within manufacturing industry, which sits at 12.8% at July 2023.

We are closer than ever before to achieving equality in regards to our bonus scheme, which has seen an equal percentage of males and females receiving a bonus in 2023. We are also committed to maintaining pay systems which are transparent, based on objective criteria, and free from gender bias.

| | |
|----------------------|----|
| M. | |
| Mean Gap in Pay | 4% |
| Median Gap in Pay | 1% |
| Mean Bonus | 4% |
| Median Bonus | 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 (MAKE) subjects.

HOW MEADOW IS ENCOURAGING EQUAL GENDER REPRESENTATION

Meadow is proud to continue our commitment to promoting diversity and inclusivity in the food manufacturing industry. We take great pride in our company and employees, actively working to enhance opportunities for women in our field. Significant strides are being made to address gender pay equity, recognising the essential role of fostering a diverse and inclusive culture for our long-term success. Our dedication extends to continuously reviewing internal processes to remove recruitment barriers and enhance inclusion across all areas of our business.