

## Dovecote Park - Gender Pay Gap Report - April 2025



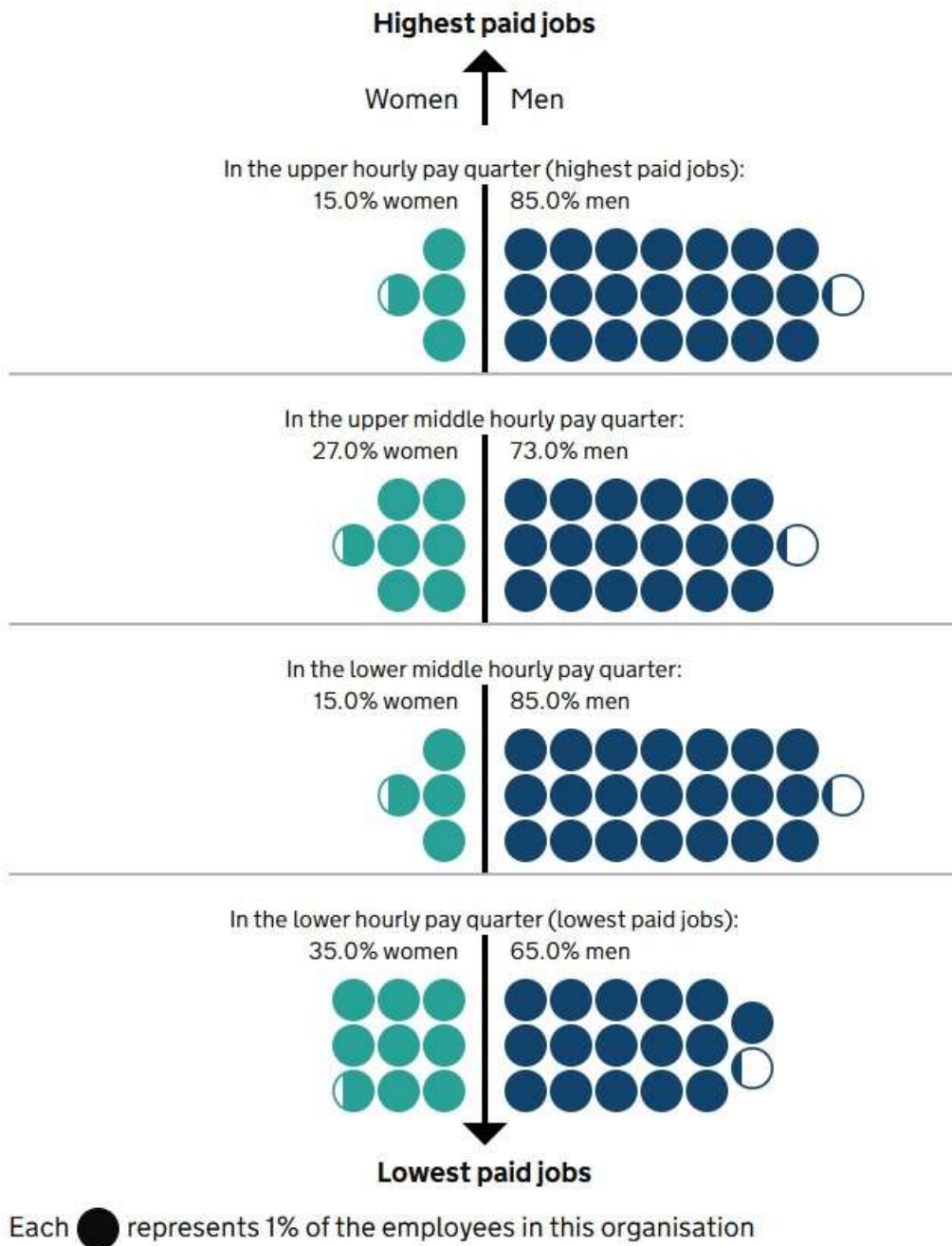
### Foreword

Dovecote Park are proud to supply the very finest British beef, veal and venison to Waitrose supermarkets nationwide. We also have strong business relationships with Aldi, GBK and Burger King.

Established in Yorkshire in 1997, We are among the only privately owned meat processors in the country, and have grown from a small, family-run business employing 34 staff to becoming the sole supplier of beef to over 330 Waitrose stores, employing over 900 people. We procure cattle from a carefully selected group of farms who meet our strict standards of animal welfare and husbandry. Our facilities in Yorkshire and Lincolnshire combine state-of-the-art technology with traditional butchery techniques to ensure our products are processed and packaged to the highest standard.

## The Gender Pay Gap

The statistics below reflect our pay snapshot as of April 2024:



### Why might pay be different depending on whether you are male or female?

We take pride in having a workplace which celebrates diversity. Our aim is that our people will be truly representative of all sections of society and rewarded based on their skills, ability and the requirements of their roles.

However, we do believe there are reasons why the difference in pay exists:

- At present in our business, there are fewer women than men qualified with the skills needed for butchery roles, although this is continually being addressed by developing, recruiting and training female butchers, which we continue to do through our butchery training scheme and on the job development.

- Women are over-represented in non-management roles. That means that we have more women in support roles than in more senior roles (support roles typically pay less).
- We operate within a business, which is largely represented by men. Women represent only 24.6% of the total workforce. This does not mean that we are not recruiting women, it is about trying to increase the numbers we employ, whilst also focusing on their retention.

## Pay

- women's median hourly pay was 6.0% lower than men's – this means they earned 94p for every £1 that men earn when comparing median hourly pay



- women's mean (average) hourly pay was 6.0% lower than men's

## Bonus

- women's median bonus pay was 0% lower than men's – this means they earned £1.00 for every £1 that men earn when comparing median bonus pay



- women's mean (average) bonus pay was 8% lower than men's
- 45.0% of women and 50.0% of men received bonus pay



## Achieving gender pay balance

We acknowledge that there is a pay imbalance within our sector, and we are committed to continuing to take a proactive approach to addressing it. Whilst we have increased the previous imbalance positively towards our female employees in bonuses, there is still work to accomplish in relation to pay.

To encourage women into the industry we will continue to collaborate with local schools and talk to students about our sector, its benefits and the skills required to get involved and continue to give women promotion opportunities where we can.



- We will continue to review our pay system and ensure that all jobs are job evaluated, and salaries are paid in accordance with the role and not the gender.

We confirm that the information reported is accurate and in accordance with the UK Governments Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we look forward to reporting further progress on the above initiatives.

  
Andrew McAllister  
Managing Director