

# White Stuff®

## THE GENDER PAY GAP

### INTRODUCTION

We want to create a business we can be proud of, which is why all of our people (and four-legged friends) should be treated equally and fairly.

As part of the Government's commitment to tackling gender inequality, and as a business with over 250 employees, we're publishing calculations every year showing the pay gap between our male and female employees.

### OUR FINDINGS

We have found no inconsistency between how we pay men and women for the same role but there is a pay gap driven by how our teams are structured.

White Stuff is 87% female with the majority of roles in our shops.

We are proud that we offer flexibility across our teams and provide careers in retail with a variety of roles and hours.

In contrast, the current make up of senior roles at our head office shows a higher proportion of men to women in some higher paid roles. We know that numbers don't always tell the whole story, but we're confident that the men and women who work for us are being paid equally for doing equivalent jobs, whatever they do.

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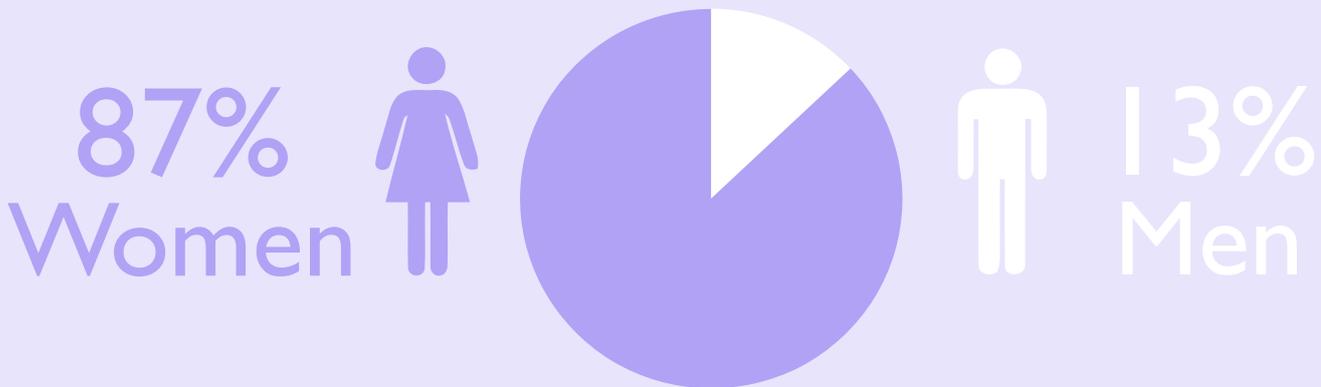
## THE GENDER PAY GAP

### Gender pay gap (mean and median averages)

We have compared the average pay of all the women we employ with the average pay for all the men (for both mean and median calculations). Women are paid 30% less than men as a mean average and 10% less than men as a median average.

## Pay Quartiles

Total number of employees: 1864



Top Quartile



Upper Middle Quartile



Lower Middle Quartile



Lower Quartile

As the above quartiles show we employ a much higher proportion of women at all levels across the company. However, we still have a higher number of men in fewer but more highly paid roles.

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### Gender bonus pay gap (mean and median averages)

All employees have an equal opportunity to receive bonus pay  
Bonus pay includes commission

We have looked at the bonus paid across our business:

Of all women: **57%** received a bonus.

Of all men: **43%** received a bonus.

We compared women's average bonus pay with that of men:

The mean average was **27%** higher.

The median average was **Equal**

We are a creative and dynamic business, supporting men and women to develop to the best of their potential. We pay men and women equally for the same role and are committed to ensuring our policies and opportunities are fair and equitable for all.

As we go forward we will continue to focus on women having the same opportunities for senior roles as men. We are investing more in leadership training to help develop future talent and greater role-modelling for all our teams.

Gender Pay data is produced annually, this data is accurate as of 5 April 2017. To see how the calculations have been produced please visit

<https://www.gov.uk/guidance/gender-pay-gap-reporting-make-your-calculations>.

This information can also be found on the government portal at

<https://gender-pay-gap.service.gov.uk/Viewing/search-results>