

THE GENDER PAY REPORT

At White Stuff we recognise that people are at the heart of our brand. We are passionate about building an inclusive culture that encourages diversity and one where our people feel they are treated fairly irrespective of gender. Our people are given an equal opportunity to develop and progress throughout our business.

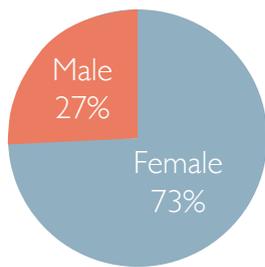
We have more women than men working in our shops, largely due to the opportunity to work part time, with flexible hours and that affects our overall gender pay percentages. More women paid for fewer hours has a significant impact on our gender pay gap. We are confident that both male and female employees are paid equally for the same role.

Whilst we recognise that our gender gap position is largely reflective of society today, we will use the data to raise awareness about how we can reduce the gap to improve our position, as this is in the long term interests of our business.

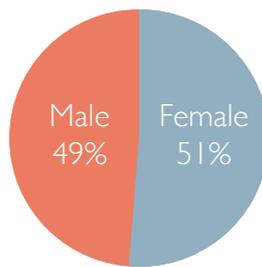


Jo Jenkins, CEO

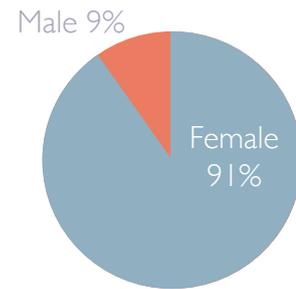
The Make Up Of Our UK Business



Head Office



Distribution & Contact Centre



Shops

Pay Quartiles

Top	Female 78%	Male 22%
Upper Middle	Female 86%	Male 14%
Lower Middle	Female 90%	Male 10%
Lower	Female 93%	Male 7%

How The Gender Pay Gap Is Calculated

Mean

The mean is the average value of a data set. To calculate the mean, we add together the hourly rates of pay for female colleagues, and then divide by the number of female colleagues. We repeat this for male colleagues.

The mean gender pay gap is difference in the average hourly rate of pay for female colleagues and male colleagues. This is shown as a percentage.

Median

The median is the middle value in a data set. To calculate the median, we sort female colleagues from lowest to highest by hourly rate of pay and select the middle colleague. We repeat this for male colleagues.

The median gender pay gap is the difference in hourly rate of pay between the middle female colleague and the middle male colleague. This is shown as a percentage.

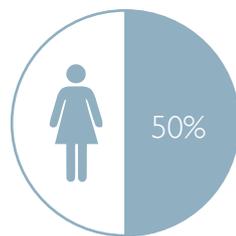
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Our Results

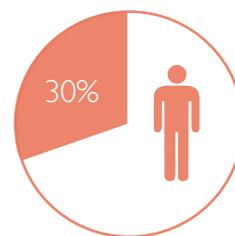
Gender Pay Gap		Gender Bonus Gap	
32%	12%	17%	44%
Mean	Median	Mean	Median

A negative percentage represents a pay gap in favour of women, a positive percentage represents a pay gap in favour of men and 0% represents no pay gap at all.

Proportion of men and women receiving bonus payments:



Female



Male

Why do we have a Gender Pay Gap?

We are committed to equal pay for equal work and have taken the time to understand the reasons for our Gender Pay Gap. It is predominantly driven by the make-up of our teams which are majority female and based in shops (75%). Whereas, our male colleagues are largely based at our Head Office and Distribution Centre. Therefore, when we compare the average hourly rate of pay for males and females and take into account the larger number of females in shops in lower paid roles, this results in a pay gap.

Whilst we recognise that a majority female workforce is often the nature of retail and reflective of our customer base, it has made us rethink how we might create a more diverse and inclusive team.

We are proud to offer flexibility across all of our teams, irrespective of gender and to provide careers in retail with a variety of roles and hours. We also believe in offering equal opportunities for colleagues to reach their potential.

Our Commitments

Equal pay for equal work

We are committed to ensuring we pay equally for all work at White Stuff and we take steps regularly to ensure this is tackled proactively.



Increased capability and awareness

We focus our attention on raising awareness of equal pay across all areas, ensuring we are fair and that we address unconscious bias.

- During annual pay reviews; within our recruitment process; when we promote internally.



- Providing equal opportunities for learning and development so that all team members can reach their potential.