

THE GENDER PAY REPORT

I'm pleased to share our latest Gender Pay Gap statistics for April 2019.

At White Stuff we are passionate about creating a fair and inclusive culture for all colleagues to enjoy. No matter what position or role that they hold in our business, our people are the heart of our brand and we are dedicated to recognising and rewarding their contribution fairly, irrespective of gender.

The make up of our teams, particularly in our Shops, remains the main contributor to our Gender Pay gap. Our team are majority female and based in shops (84%). Whereas, our male colleagues are largely based at our Head Office and Distribution Centre.

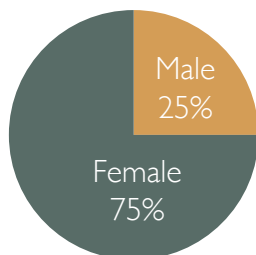
Therefore, when we compare the average hourly rate of pay for males and females and take into account the larger number of females in shops in lower paid roles, this results in a pay gap. Whilst we are comfortable in the reason for this, we welcome this annual reporting requirement to provide us with stimulus for new initiatives.



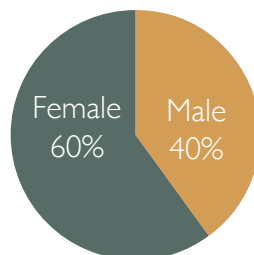
As our business evolves, we are committed to continuing to provide equal opportunities for our people to develop and progress. Our future successes depend on our talent and we aim to ensure that all employees receive the financial and non-financial rewards that they deserve.

Jo Jenkins, CEO

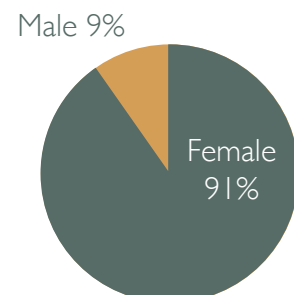
The Make Up Of Our UK Business



Head Office



Distribution & Contact Centre



Shops

Pay Quartiles

Top	Female 77%	Male 23%
Upper Middle	Female 87%	Male 13%
Lower Middle	Female 90%	Male 10%
Lower	Female 91%	Male 9%

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How The Gender Pay Gap Is Calculated

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.

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.

Our Results

Gender Pay Gap		Gender Bonus Gap	
31%	5%	-28%	24%
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:

