

White Stuff®

The Gender Pay Report **(Snapshot Date: 5th April 2020)**

I am pleased to be sharing with you our Gender Pay Gap statistics for the 2020/21 reporting year.

Our Gender Pay Gap as of **5th April 2020** was:

Mean: 11.5% (31% in previous year)

Median: 5.8% (5% in previous year)

Our Gender Bonus Gap as of **5th April 2020** was:

Mean: -21.4% (-28% in previous year)

Median: 13.5% (24% in previous year)

At White Stuff we hold transparency, fairness, and respect for individuality as core values. This means that Gender Pay is right at the top of our agenda, and we are proud that women make up 87% of our workforce, with 84% of our Shop Management and 58% of our Senior Management being female.

In the spirit of full transparency, it is important to highlight that at the reporting date of 5th April 2020 we had just entered the Covid crisis and 90% of our workforce was on furlough leave (of which 91% were female workers) and consequently excluded from the calculation. We have therefore run a supplementary calculation for our Gender Pay Gap based on data from 5th February 2020 (which was the last full month before Covid started) which we think is a truer representation of our position.

Our Gender Pay Gap as of **5th February 2020** was:

Mean: 37.1% (31% in previous year)

Median: 20.3% (5% in previous year)

Whilst this shows a worsening position from the prior year (31% to 37.1% and 5% to 20.3%), we are confident that we do not have an equal pay issue. During the year, the overall % of female workers increased slightly and the proportion of men working in the lower paid roles dropped, resulting in a direct impact on the numbers.

It is the nature of our business that we have a large female workforce working in our shops (67% of all the women working at White Stuff work in non-managerial shop roles), whilst the much fewer men that work for us occupy roles in other areas of the business (only 30% of the men working at White Stuff work in non-managerial shop positions). We have excellent female representation throughout our Shop Management, our Senior Leadership and Executive roles which we believe demonstrates our commitment not just to equal pay but to building female careers to the very top of the organisation.

We strongly believe that treating everyone fairly and allowing them equal career opportunities regardless of gender, age, ethnicity or identity is key to attracting and retaining talent and totally aligned to the independent spirit that flows through our DNA.

Expanding our monitoring of the pay gap within these broader diversity characteristics is going to be key to our future success.



Jo Jenkins, CEO