

WHITE STUFF

The Gender Pay Report (Snapshot Date: 5th April 2022)

At White Stuff, the principles of fairness and inclusivity are central to our company culture. We believe in fair pay and equal opportunities for all and encourage movement across the business, whether this is via internal promotions or transferring across business functions.

It is important to note that our pay gap statistics below are not to be confused with equal pay (paying men and women the same amount for the same role).

As with previous years, the make-up of our business remains the primary reason for our gender pay gap. We are a predominantly female business, with women making up 89% of our workforce (as at 5th April 2022). Of the women we employed on 5th April, the majority (68%) were hourly paid shop staff. In contrast, the majority of men were employed in salaried positions (office work or shop management). The demographics of our hourly paid shop population therefore has a direct impact when comparing the average hourly pay rates for males and females and contributes significantly to our pay gap.

We are proud of the fact that 50% of our Leadership structure is female, and that 75% of the top quartile of earners in the company are female (up from 72% in April 2021).

Below you will find our Gender Pay Gap statistics for the 2022/23 reporting year. We confirm this information is accurate as at 5th April 2022.

Our Gender Pay Gap as of **5th April 2022** was:

Mean: 41.2%

Median: 27.5%

Our Gender Bonus Gap as of **5th April 2022** was:

Mean: 46.9%

Median: 47.9%

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.

Going forward we are engaged in a wide range of diversity and inclusion topics in line with the core values of the company. Where we know we are falling short we are taking active steps to try to improve. For example, we have had a focus on recruiting women into IT and have had success moving from 0% to 25% female in the last year; but we are not complacent, we know there is room to improve and are open to suggestions on how to move forward.

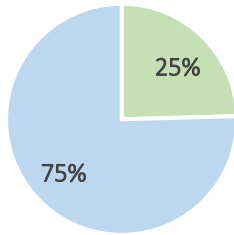


Jo Jenkins
CEO

WHITE STUFF

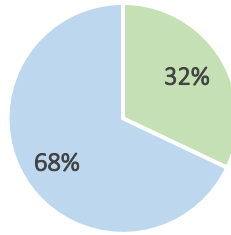
The Make Up of Our UK Business

Head Office



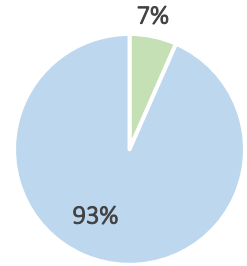
■ Male ■ Female

Distribution & Contact Centre



■ Male ■ Female

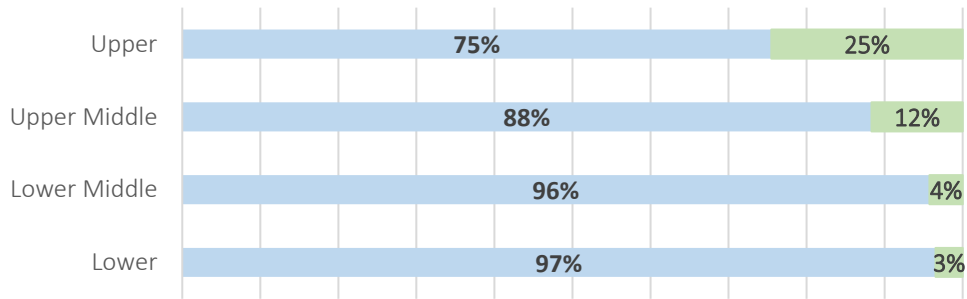
Shops



■ Male ■ Female

Pay Quartiles

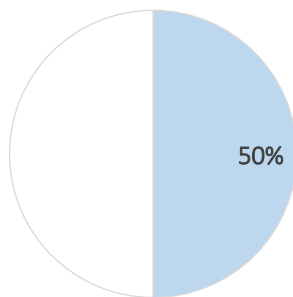
Gender Split of Pay Quartiles



■ % of Female ■ % of Male

Proportion of Men and Women Receiving Bonus Payments

% of Women Receiving Bonus



% of Men Receiving Bonus

