

WHITE STUFF

The Gender Pay Report (Snapshot Date: 5th April 2023)

Every year we report our Gender Pay Gap for the year previous (in this case as of 5th April 2023), and therefore our data for the 'snapshot' date of 5th April 2024 will be published in early 2025.

We are pleased to report further progress this year in reducing the gender pay gap:

		5 th April 2021*	5 th April 2022	5 th April 2023
Gender Pay Gap	Mean	42.8%	41.2%	38.9%
	Median	30.3%	27.5%	14.0%
Gender Bonus Gap	Mean	65.7%	46.9%	75.1%
	Median	75.0%	47.9%	87.5%

** adjusted for covid impact. See detail report on website*

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.

We continue to show progress in reducing the pay gap with a 2.3% improvement this year of the mean gender pay gap, as well as a significant improvement in the median (13.5%), in spite of a bigger bonus gap.

To provide context to the figures, the demographic make-up of our business is a significant factor in our results. Women make up 89% of our employee base, many of whom work part-time in Customer Host roles looking after our lovely customers. The much smaller percentage of men that work for us tend to work in Head Office or Shop Management roles, and as a result the average pay of men (as a whole in our business) is higher than women.

At the top of the organisation women make up 79% of the upper quartile of earners; and are 48% of the Leadership structure. This is a fact that we are extremely proud of.

We are not however complacent, and we are committed to sustained improvement in this area, for example continuing to attract ever more women into IT and Digital roles as well as scrutinising annual pay reviews and recruitment decisions closely to ensure we're making fair and equitable decisions for all our colleagues.

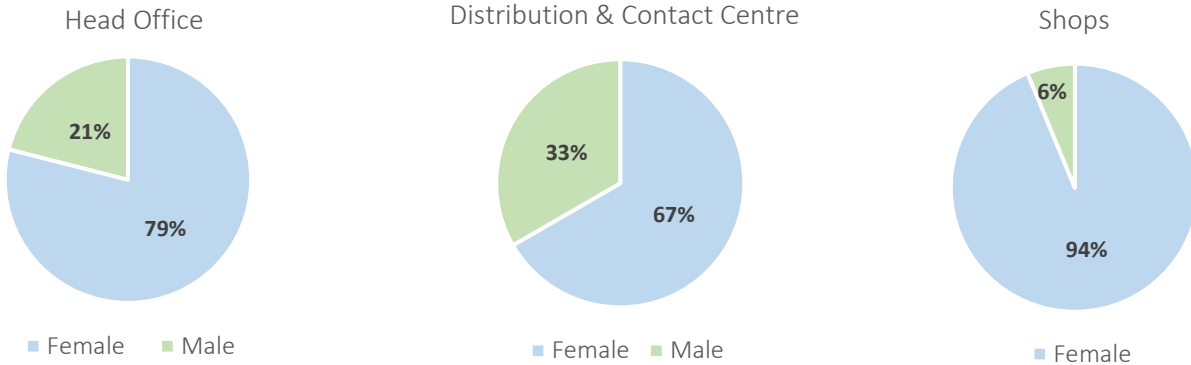
Below you will find more details of our Gender Pay Gap statistics for the 2023/24 reporting year. We confirm this information is accurate as at 5th April 2023.



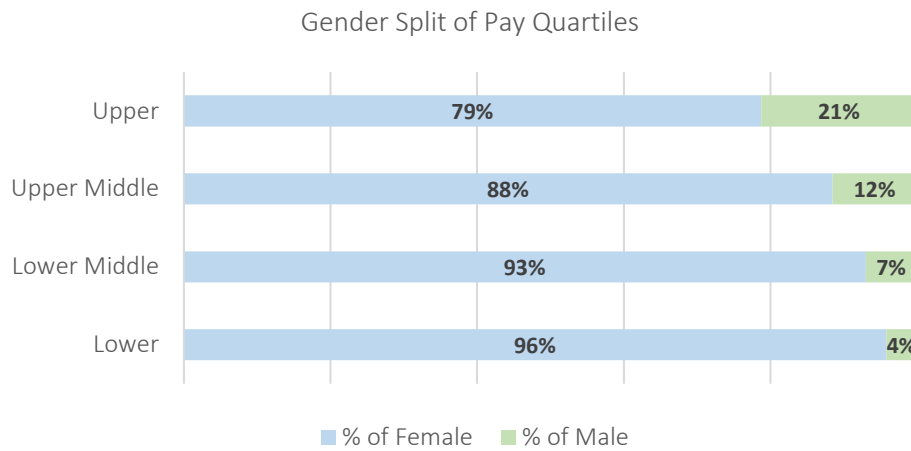
Jo Jenkins
CEO

WHITE STUFF

The Make Up of Our UK Business

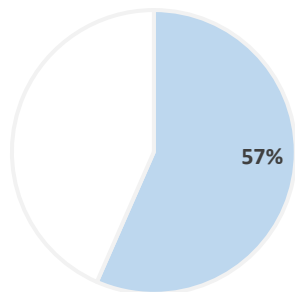


Pay Quartiles



Proportion of Men and Women Receiving Bonus Payments

% of Women Receiving Bonus



% of Men Receiving Bonus

