

WHITE STUFF

THE GENDER PAY REPORT

Snapshot date: 5th April 2024

Our Gender Pay Gap for the snapshot date of 5th April 2024 is as follows:

	5th April 2022	5th April 2023	5th April 2024
Gender Pay Gap (Mean Median)	41.2% 27.5%	38.9% 14.0%	34.4% 12.9%
Gender Bonus Gap (Mean Median)	46.9% 47.9%	75.1% 87.5%	61.2% 75.5%

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.

Our figures show steady progress in improving our Gender Pay Gap. We continue to prioritise equal pay, ensuring that the same job is paid the same regardless of gender. We have also made good progress in recruiting women into areas such as IT which has traditionally been a male-dominated department with high rates of pay; and we are proud of the fact that women make up 77% of the upper pay quartile, 44% of the leadership and 84% of shop managers.

However, overall our figures are dictated by the demographic make-up and distribution of our business. Women make up 88% of our employee base, with the ratio of women to men being even higher (93%) in our shops. Even though women make up the vast majority of our population (including 77% of our Head Office staff), only 13% of our female population work in the higher paid Head Office roles, compared to 30% of the male population. This pushes the overall averages for male and female workers to show a gender gap.

We continue to focus on ensuring fair and equal pay, and to take proactive steps to attract women to areas of the business where they are under-represented, and hope to keep closing the gap.

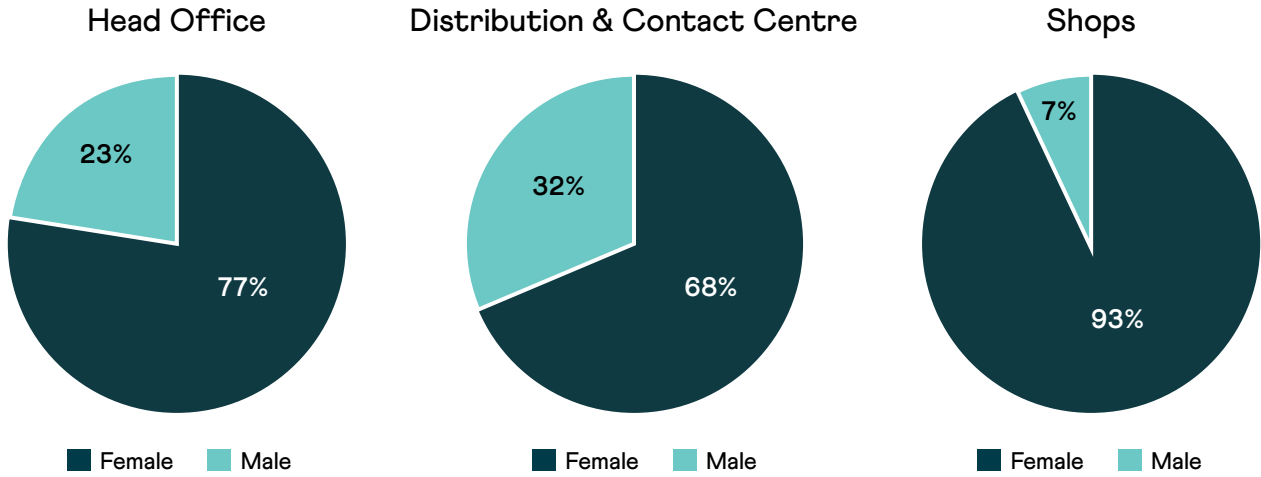
Below you will find more details of our Gender Pay Gap statistics for the 2024/25 reporting year. We confirm this information is accurate as of 5th April 2024.



Jo Jenkins, CEO

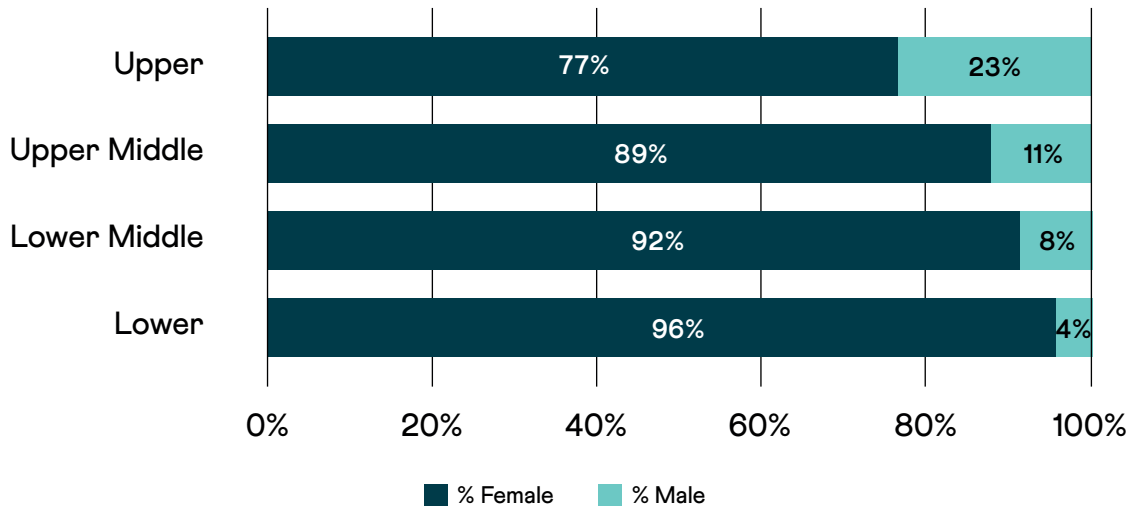
WHITE STUFF

THE MAKE UP OF OUR UK BUSINESS



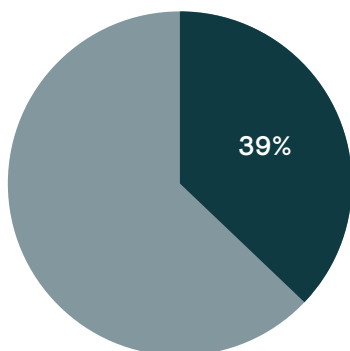
PAY QUARTILES

Gender Split of Pay Quartiles



Proportion of Men and Women Receiving Bonus

% of Women Receiving Bonus



% of Men Receiving Bonus

