

WHITE STUFF

THE GENDER PAY REPORT

Snapshot date: 5th April 2025

Every year we report our Gender Pay Gap for the year previous (in this case as of 5th April 2025), and therefore our data for the 'snapshot' date of 5th April 2026 will be published in early 2027.

	5th April 2023	5th April 2024	5th April 2025
Gender Pay Gap (Mean Median)	38.9% 14.0%	34.4% 12.9%	30.9% 12.4%
Gender Bonus Gap (Mean Median)	75.1% 87.5%	61.2% 75.5%	72.9% 75.2%

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 Gender Pay Gap continues to be influenced by the high proportion of women across our business. Women make up 88% of our overall workforce and 93% of our retail population, with many working part-time in Customer Host roles, looking after our lovely customers.

The smaller proportion of men in our business are more likely to work in Head Office or Shop Management roles. This means that, when looked at across the whole business, the average pay for men is higher than for women.

That said, we continue to make progress. Last year we reduced our mean gender pay gap by 3.5% and our median gap by 0.5%. We also have strong female representation in senior roles, with women making up 78% of the upper quartile of earnings and holding 47% of leadership roles across the business.

The mean bonus gender pay gap has increased this year. This is partly because the rules of our bonus scheme differ between Retail and Head Office. In Retail, bonuses are paid as fixed amounts linked to store performance and are typically lower in value. In Head Office, bonuses are calculated as a percentage of salary and are therefore higher in value. While men represent a smaller proportion of our overall workforce, a greater proportion of men work in Head Office and senior roles, where bonus values are higher. This impacts the mean bonus calculation, and a small number of higher bonus payments can have a disproportionate impact on the mean figure.

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This year we paid significantly more bonuses than in the previous year, with 87.25% of employees receiving a bonus compared to 39.9% last year, increasing the sensitivity of the mean bonus calculation.

We are proud to be an inclusive employer and remain committed to reducing our gender pay gap. This includes continuing to encourage more women into IT and Digital roles, as well as closely reviewing pay and recruitment decisions to ensure they are fair and equitable for everyone.

This year we were incredibly proud to be named Retailer of the Year at the Drapers Awards, a huge achievement made possible by the dedication and passion of our teams right across the business.

Below you will find further details of our Gender Pay Gap statistics for the 2025/26 reporting year. We confirm this information is accurate as of 5 April 2025.

Finally, I would like to thank all our colleagues for their hard work and commitment over the past year. I am proud to be part of such a diverse and talented team.

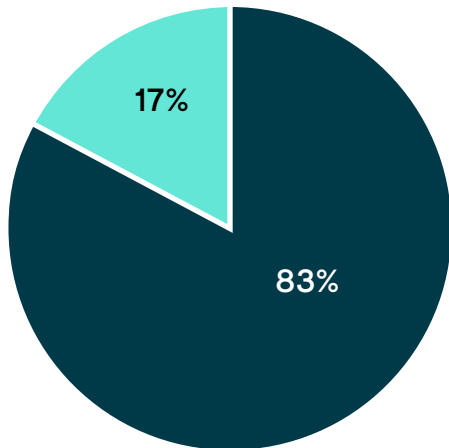


Tracey Verghese, Managing Director

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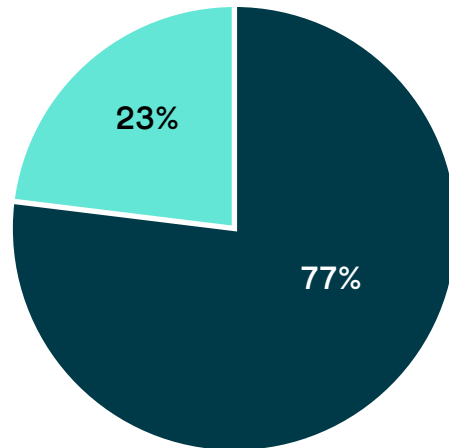
THE MAKE UP OF OUR UK BUSINESS

Customer Care



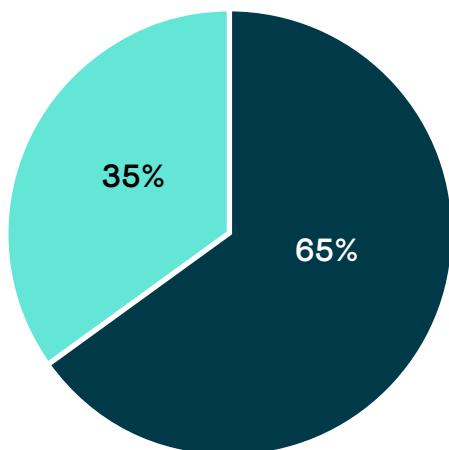
■ Female ■ Male

Head Office



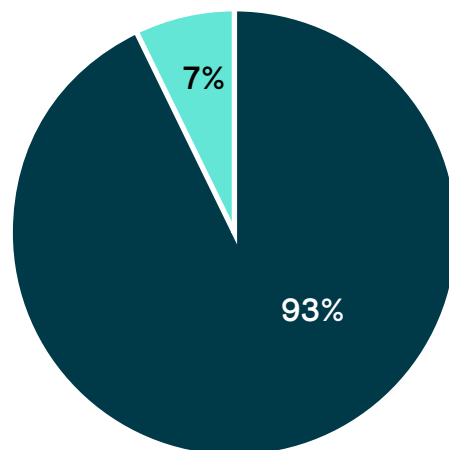
■ Female ■ Male

Distribution Centre



■ Female ■ Male

Retail

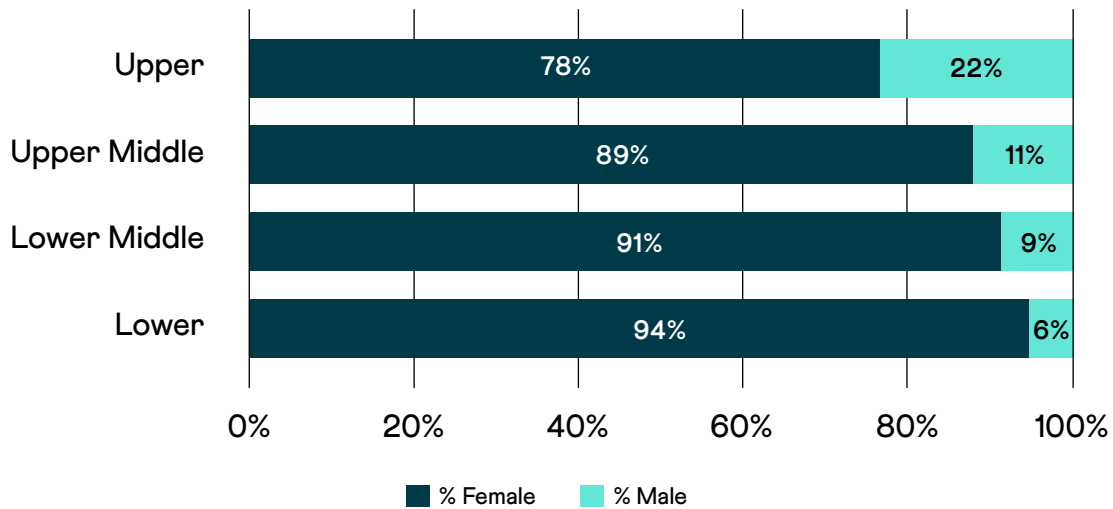


■ Female ■ Male

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PAY QUANTILES

Gender Split of Pay Quartiles

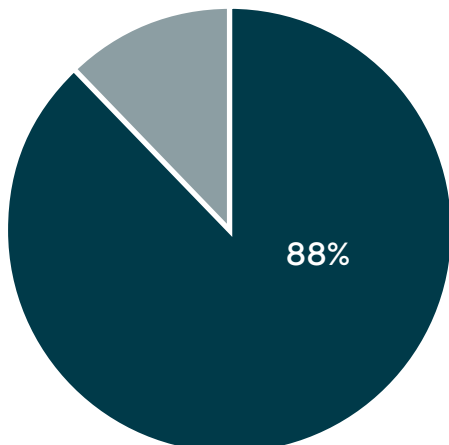


Pay Quartiles are calculated by listing the pay rates for all colleagues from lowest to highest, before splitting them into four equal sized groups. The proportion of male and female colleagues that appear in each group is then calculated.

PROPORTION OF MEN AND WOMEN RECEIVING BONUS PAYMENTS

Our bonuses paid during the last year are made up of long service awards, refer a friend, recognition awards and company bonus schemes.

% of Women Receiving Bonus



% of Men Receiving Bonus

