

WHITE STUFF

The Gender Pay Report (Snapshot Date: 5th April 2021)

These are our Gender Pay Gap statistics for the 2021/22 reporting year.

Our (official - reported) Gender Pay Gap as of **5th April 2021** was:

Mean: 25.1% (11.5% in previous year)

Median: 28.6% (5.8% in previous year)

Our Gender Bonus Gap as of **5th April 2021** was:

Mean: 65.7% (-21.4% in previous year)

Median: 75.0% (13.5% in previous year)

It is important to highlight that at the reporting date of 5th April 2021, a large percentage of our Retail workforce was on furlough leave and consequently excluded from the calculation. We have therefore run a supplementary calculation for our Gender Pay Gap based on data from 5th July 2021 which is a more accurate representation.

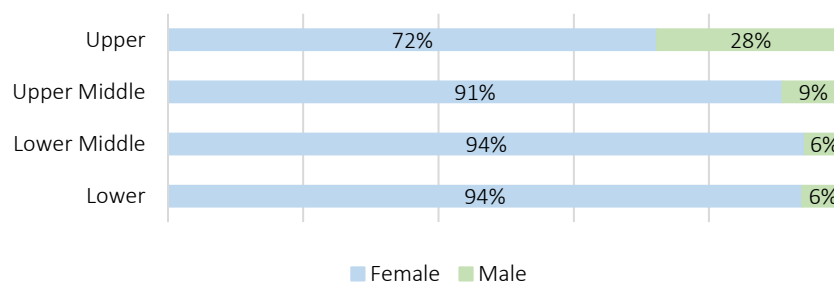
Our (unofficial) Gender Pay Gap as of **5th July 2021** was:

Mean: 42.8%

Median: 30.3%

Our gender pay gap is a direct result of the make-up of our business and shouldn't be confused with "equal pay". Our Retail population accounts for 77% of all our employees and is 93% female, of which 82% are in lower paid non-managerial, part-time roles. Men account for only 12% of our total population and tend to work in full time Shop Management positions or in the Head Office in roles such as Finance and IT. These two facts combine in the statistics to show a large 'average' earnings differential, which is not represented when looking at equal pay for equal work.

Gender Split of Pay Quartiles:



We work hard to monitor any pay variances and make out-of-cycle adjustments if we believe we have an equal pay issue. We also analyse pay by other diversity characteristics to ensure that there is no unconscious-bias in the decisions that lead to the position that someone holds or the pay they receive. We are proud of the fact that women make up 50% of our HQ Leadership roles and 85% of our Shop Management roles.

We are taking initiatives to encourage more women into IT and Digital roles in our Head Office and will continue to build our database on other diversity characteristics to ensure fair and equal pay.

Jo Jenkins, CEO.