



WHITEMEADOW

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Whitemeadow Furniture Limited Gender Pay Gap Report

This report is an equality measure that shows the difference in average earnings between Males and Females employed by Whitemeadow Furniture Limited.

Using a data source of 5th April 2021, the workforce of Whitemeadow Furniture Limited consisted of 69% males and 31% females.

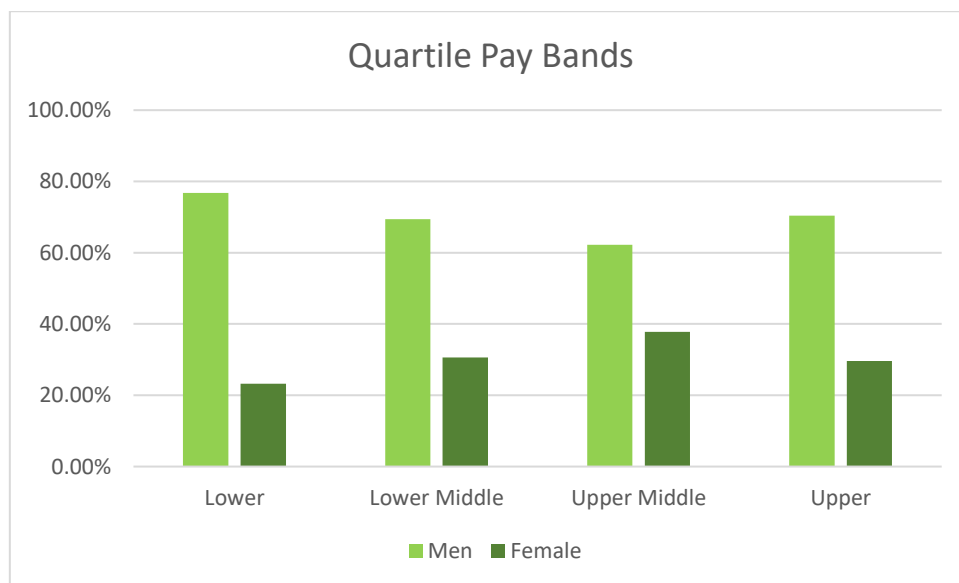
Gender Pay & Bonus Gap:

Difference in mean hourly rate of pay	4.4% Higher for Males
Difference in median hourly rate pay	8.2% Higher for Females
Difference in mean bonus pay	92.7% Higher for Males
Difference in median bonus pay	31.9% higher for Males

Percentage of employees who received bonus pay:

Male	58.9%
Female	41.1%

Employees by Pay Quartiles:



Statement:

Our average hourly rate gender pay gap demonstrates that males are paid on average 4.4% more than females, however our median hourly rate gender pay gap demonstrates that the middle pay rate is 8.2% higher for females than males.

Bonus payments are in the main discretionary for those in managerial and administration positions, which represent a small percentage of the workforce, with a small number of contractual bonus payments for some Senior Managers in recognition of performance. Our average bonus pay is 92.7% higher for males than females and the median bonus pay is 31.9% higher for males than females. The percentage of males receiving bonus pay is 58.9% compared to 41.1% of females.

The Company will continue to apply equality to its recruitment policies and procedures and will continue to recruit employees with the relevant skills in appropriate roles, whilst continuing to develop and promote current employees.

The figures contained within this report are accurate as at the 5th April 2021 and signed by Michael Clarridge, Chief Finance Officer on behalf of Whitemeadow Furniture Limited

A handwritten signature in blue ink, appearing to read 'M. Clarridge', with a large, stylized flourish extending to the right.

Signature:

Date: 4th April 2022