



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 2022, the workforce of Whitemeadow Furniture Limited consisted of 70% males and 30% females.

Gender Pay & Bonus Gap:

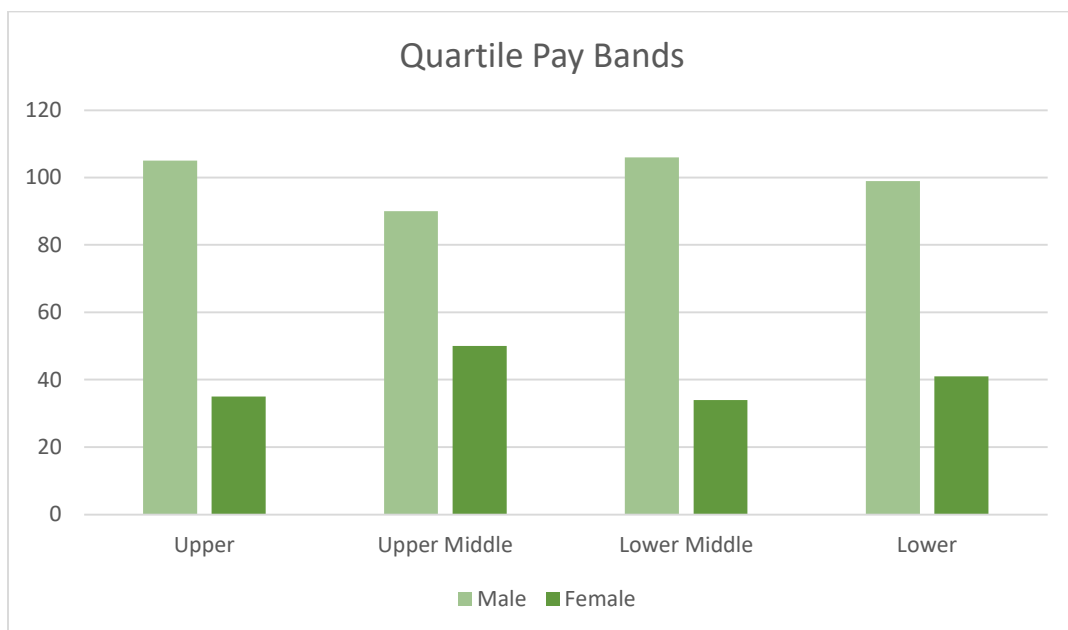
Difference in mean hourly rate of pay	7.2% Higher for Males
Difference in median hourly rate pay	3.8% Higher for Females

Difference in mean bonus pay	91.5% Higher for Males
Difference in median bonus pay	37.5% Higher for Males

Percentage of employees who received bonus pay:

Male	14%
Female	20%

Employees by Pay Quartiles:



Statement:

Following the previous two years of disruption caused by Covid-19, this report reflects a much higher number of full pay relevant employees on the snapshot date. Rates of pay are applied specifically to the job role and are not determined by gender.

Bonus payments are discretionary in recognition of performance of those in both managerial and administration positions, which represent a small percentage of the workforce. Our average bonus pay is 91.5% lower for females and the difference in the median bonus is 37.5% higher for males. The percentage of males receiving bonus pay is 14% compared to 20% 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 2022 and signed by Matthew Winfield, Payroll Manager on behalf of Whitemeadow Furniture Limited.

Signature:



Date: 3rd April 2023