



# 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 5<sup>th</sup> April 2020, the workforce of Whitemeadow Furniture Limited consisted of 71% males and 29% females.

### Gender Pay & Bonus Gap:

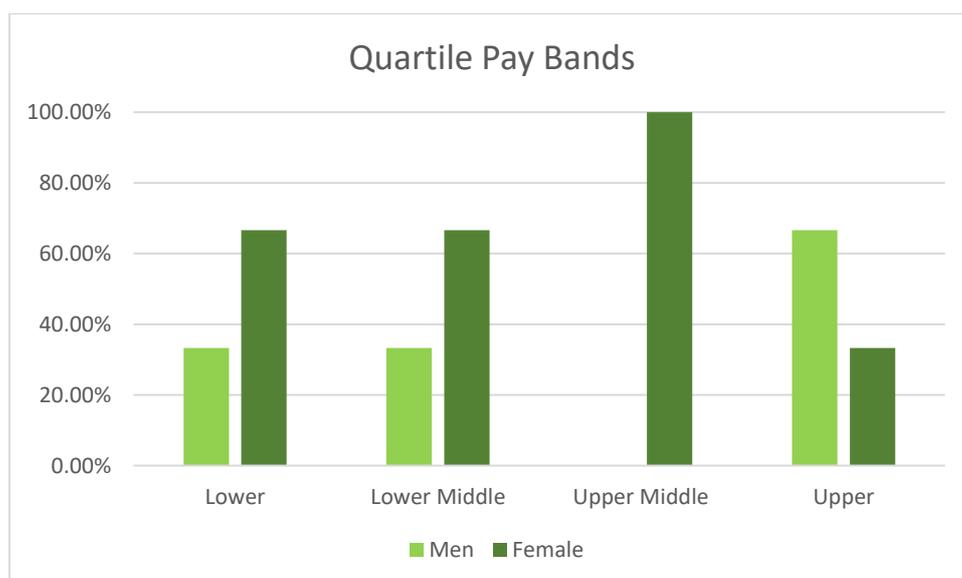
Difference in mean hourly rate of pay	9.8%
Difference in median hourly rate pay	16.6%

Difference in mean bonus pay	85.8%
Difference in median bonus pay	0.00%

Percentage of employees who received bonus pay:

Male	24%
Female	34.5%

Employees by Pay Quartiles:



**Statement:**

This was an unusual year in that the majority of our workforce were furloughed at the snapshot date of 5<sup>th</sup> April 2020. As per the guidelines only employees who received full pay were included as 'full pay relevant employees,' however all were considered as 'relevant employees' for this purpose.

Our average hourly rate gender pay gap demonstrates that 'full pay relevant females' i.e. those who received full pay as at the snapshot date of 5<sup>th</sup> April 2020 were paid on average of 9.8% less than 'full pay relevant males,' however our upper middle hourly rate gender pay gap demonstrates that the pay rate was 100% higher for females than males due to only females falling into this category.

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 85.8% lower for females, however there is no difference in the median bonus. The percentage of males receiving bonus pay is 24% compared to 34.5% 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 5<sup>th</sup> April 2020 and signed by Matthew Winfield, Payroll Officer on behalf of Whitemeadow Furniture Limited*

A handwritten signature in black ink, appearing to read 'Matthew Winfield', is written over a light grey horizontal line.

Signature:

Date: 5<sup>th</sup> October 2021