



WHITEMEADOW

Inspiring British Sofas

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 2018, the workforce of Whitemeadow Furniture Limited consisted of 70% males and 30% females.

Gender Pay & Bonus Gap:

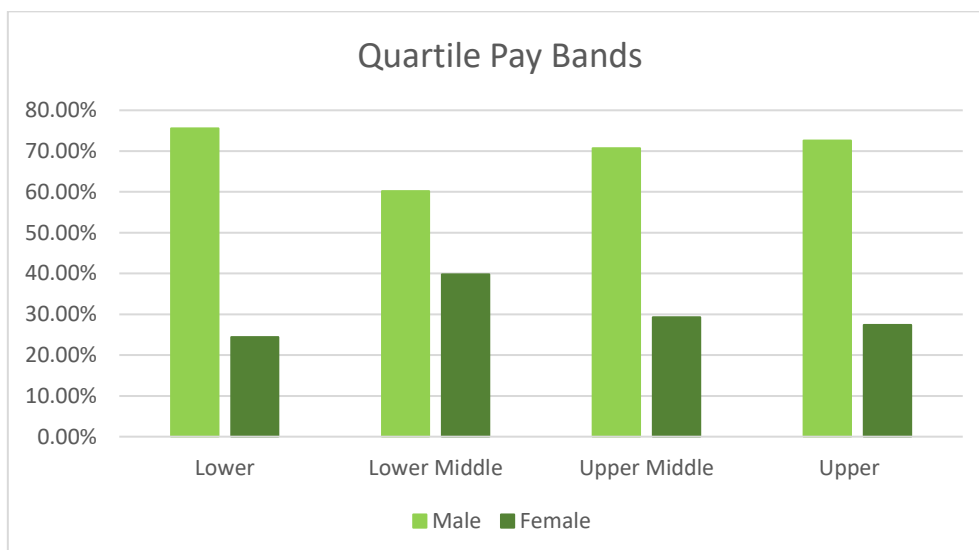
| | |
|---------------------------------------|--------|
| Difference in mean hourly rate of pay | 9.26% |
| Difference in median hourly rate pay | -7.27% |

| | |
|--------------------------------|--------|
| Difference in mean bonus pay | 93.10% |
| Difference in median bonus pay | 33.33% |

Percentage of employees who received bonus pay:

| | |
|--------|-----|
| Male | 13% |
| Female | 23% |

Employees by Pay Quartiles:



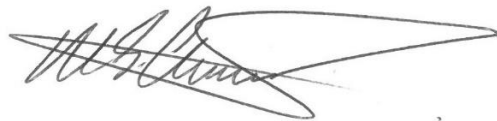
Statement:

Our average hourly rate gender pay gap demonstrates that males are paid on average 9.26% more than females, however our middle hourly rate gender pay gap demonstrates that the middle pay rate is 7.27% higher for females than males.

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 93.10% higher and the median bonus pay is 33.33% for males than females, however the percentage of males receiving bonus pay is 13% compared to 23% 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 2018 and signed by Michael Clarridge, Finance Director on behalf of Whitemeadow Furniture Limited



Signature:

Date:

3rd April 2019