



WHITEMEADOW

Gender Pay Gap Report 2026



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Gender Pay Gap Report 2026

At Whitemeadow Furniture, we are building a modern, inclusive culture where everyone feels they belong. Our commitment to inclusion is central to who we are, and we continue to engage, educate, and empower our people as we make progress together.

As a business that designs, manufactures, and delivers high-quality furniture, we operate within an industry that has historically been male-dominated. We recognise the challenges this creates, and we are taking purposeful steps to shift the balance. This includes increasing the representation of women at all levels, creating opportunities for progression into leadership roles, and connecting women across the company so they can support, learn from, and inspire one another.

We are also developing initiatives that help remove barriers, promote fairness, and ensure every individual regardless of background has the space and support to succeed.

Our ambition is simple: a workplace where people feel valued, respected, and proud to be part of Whitemeadow.



Understanding our Gender Pay Gap

Median Pay Gap

The median pay gap compares the middle points of hourly pay for men and women. If we lined up all female colleagues by hourly rate from lowest to highest, and did the same for all male colleagues, the median gap is the difference between the pay of the woman in the middle and the man in the middle of each list. This gives a clear picture of typical pay, without being affected by very high or very low earners.

Mean Pay Gap

The mean pay gap looks at the average hourly pay for men and women. To calculate it, we add together the hourly pay of all women and divide by the number of women. We then repeat this for men. The difference between these two averages is our mean gender pay gap. This measure helps show the overall distribution of pay across the workforce.

Pay Quartiles

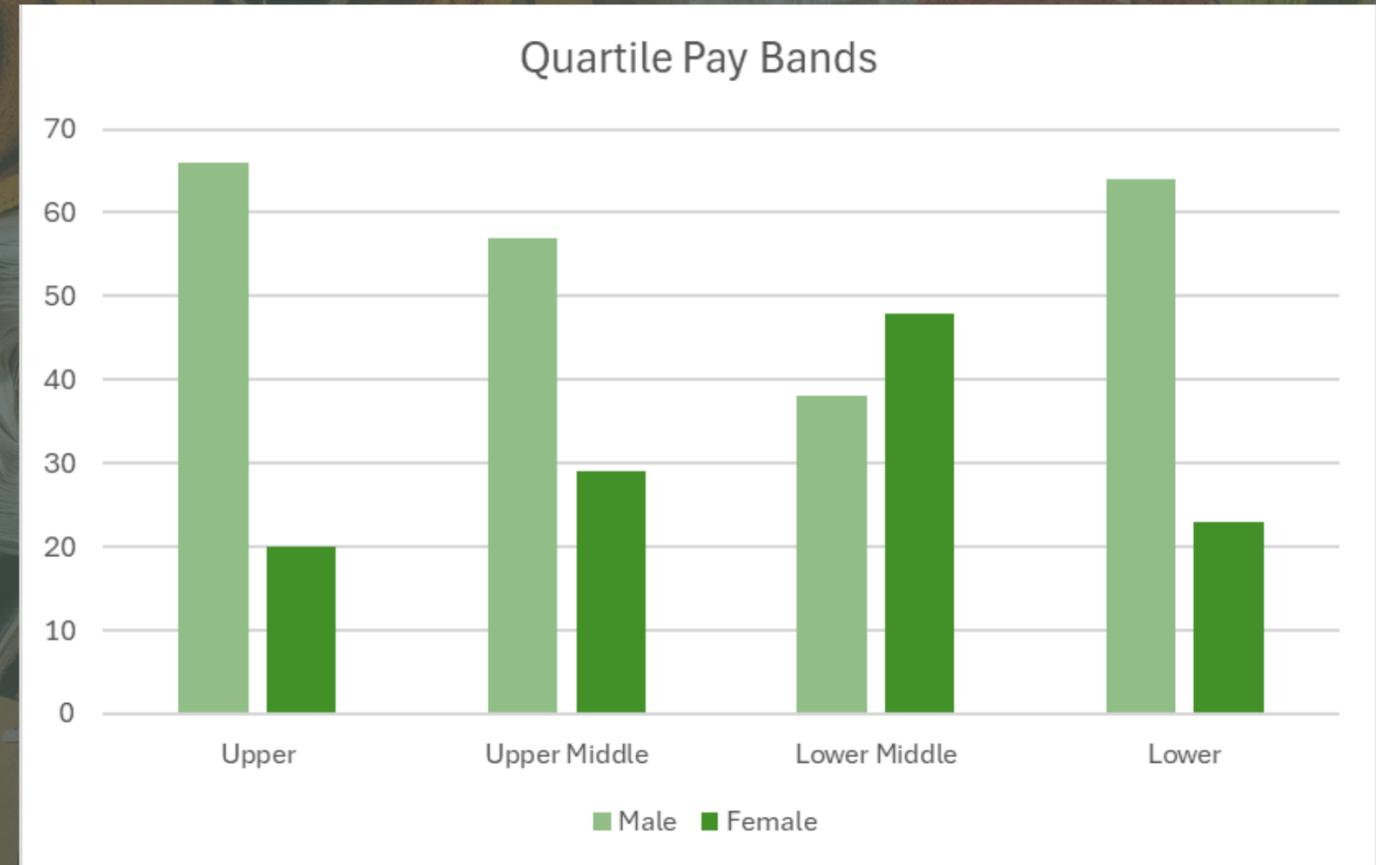
Pay quartiles help us understand how men and women are represented at different pay levels. We do this by listing every colleague's hourly pay from lowest to highest and then dividing the list into four equal groups, or quartiles. We then calculate the proportion of women in each quartile. This shows us where gender balance is strongest and where we may need to focus improvement efforts.





Gender Pay Gap & Quartiles

Our Median Gender Pay Gap	5.7%
Our Mean Gender Pay Gap	14.4%
Median Gender Bonus Gap	0%
Mean Gender Bonus Gap	78.2%
% Females Receiving Bonus	99%
% Males Receiving Bonus	98%



23%
Upper Quartile

34%
Upper - Middle

56%
Lower-Middle

27%
Lower

Designing Our Future

At Whitemeadow, we acknowledge that we operate in a traditionally male-dominated environment, and this influences our gender pay gap. Guided by our values, One Team, Think Customer, Make it Right, Be Proud, we are committed to making steady, meaningful progress. We will focus on building a stronger female talent pipeline, supporting women's progression, ensuring fair and transparent promotion processes, and listening to the experiences of women across our business.

Our aim is sustainable, long-term change and a workplace where everyone can grow, contribute, and be proud to be part of Whitemeadow.

Our Commitment

While we cannot change the gender composition of the manufacturing sector overnight, we are committed to steady, meaningful progress. Our actions focus on areas where we can make the biggest difference for women now, while building a more balanced and inclusive workforce for the future.

We will continue to monitor our data, listen to our colleagues, and adapt our approach as we move forward.



Our Priorities for 2026/2027

1. Strengthening Our Female Talent Pipeline

We know that increasing the number of women entering and progressing through the business is key to improving our gender pay gap. To support this, we are focusing on ensuring that recruitment processes are fair, inclusive, and more accessible to female candidates. This includes using gender-neutral language in job adverts, targeting recruitment channels that reach more women, and ensuring female representation is actively considered during shortlisting for supervisory and management roles.

2. Supporting Women's Career Development

A significant driver of the gender pay gap is the under-representation of women in higher-paid and leadership roles. To address this, we are introducing targeted, practical support for women who want to develop and progress. This will include light-touch development opportunities such as confidence and career-building sessions, as well as access to mentoring or buddying where appropriate. These initiatives are designed to empower women of Whitemeadow, build capability, and support progression in a sustainable way.

3. Ensuring Fair and Transparent Promotion Processes

We are committed to making sure that progression decisions are fair, consistent, and clearly understood. To support this, we are strengthening our promotion processes by introducing more transparent criteria, involving more than one decision-maker wherever possible, and ensuring decisions are evidence-based. These changes help to reduce bias, provide clarity for colleagues, and support the progression of women into more senior roles.



A note from our Head of Group HR

As someone who has recently joined Whitemeadow, I am encouraged by the progress the business has already made toward becoming a more balanced and inclusive organisation. Although we operate within a traditionally male-dominated industry, there is clear recognition of the need for change and a genuine commitment to improving gender representation across the business.

In my role as Head of Group HR, my focus is on building upon the foundations already in place and ensuring we continue to create an environment where women can thrive, develop and progress in their careers. Supporting women at all stages of life and ensuring they have equal access to opportunity will be a key part of our people strategy moving forward.

Across Whitemeadow, we are committed to fair and consistent reward practices, alongside developing and embedding transparent development pathways for all colleagues. We will continue to strengthen our inclusion agenda through education, engagement and practical, sustainable actions that make a measurable difference to our workforce.

Signature:



Laura Brooks | Head of Group HR

This report has been prepared by the Head of Group HR and reviewed and approved by the CEO on behalf of the Whitemeadow Executive Team.

Signature:



Andy Kitchen | Chief Executive Officer

Date: 30th March 2026