



# 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 2024, the workforce of Whitemeadow Furniture Limited consisted of 67% males and 33% females. These figures reflect a natural reduction of 12.7% in headcount on the previous year with a higher percentage of male operatives leaving the business.

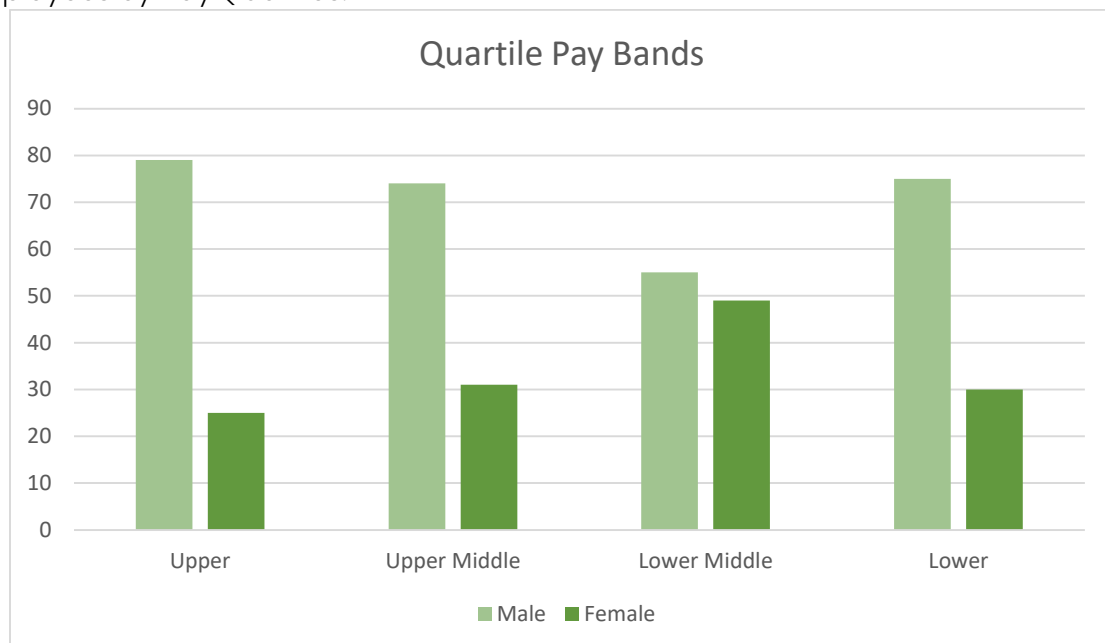
### Gender Pay & Bonus Gap:

Difference in mean hourly rate of pay	13.8% Higher for Males
Difference in median hourly rate pay	7.77% Higher for Males
Difference in mean bonus pay	78.3% Higher for Males
Difference in median bonus pay	0.00% Higher for Males

Percentage of employees who received bonus pay:

Male	98%
Female	94%

Employees by Pay Quartiles:



**Statement:**

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. Vouchers are awarded as a Christmas bonus to anyone who falls outside of the bonus pay scheme. Our average bonus pay is 78.3% lower for females but there is no difference in the median bonus pay. The percentage of males receiving bonus pay is 98% compared to 94% 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 2024 and signed by Matthew Winfield, Payroll Manager on behalf of Whitemeadow Furniture Limited.*

Signature:

A handwritten signature in black ink, appearing to read 'Matthew Winfield', written in a cursive style.

Date: 1<sup>st</sup> April 2025