



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 2023, the workforce of Whitemeadow Furniture Limited consisted of 69% males and 31% females.

Gender Pay & Bonus Gap:

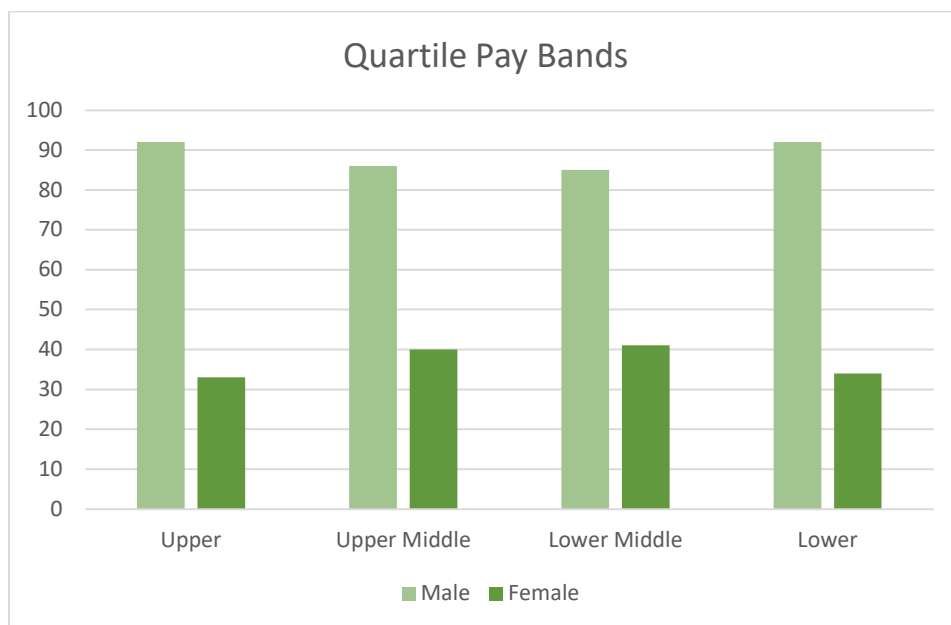
Difference in mean hourly rate of pay	4.8% Higher for Males
Difference in median hourly rate pay	1.2% Higher for Males

Difference in mean bonus pay	83.7% Higher for Males
Difference in median bonus pay	37.5% Higher for Males

Percentage of employees who received bonus pay:

Male	94%
Female	96%

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 83.7% lower for females but there is no difference in the median bonus pay. The percentage of males receiving bonus pay is 94% compared to 96% 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 2023 and signed by Matthew Winfield, Payroll Manager on behalf of Whitemeadow Furniture Limited.

Signature:

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

Date: 2nd April 2024