

# WHISTLES

## Gender Pay Gap Report 2020

### A message from Helen Williamson, Managing Director

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Whistles is a British, contemporary fashion brand based in London, led by a predominantly female senior leadership team.

I am proud of our inclusive culture, where everyone is valued and supported to reach their potential irrespective of age, gender or ethnicity. I am confident that our internal processes and gender pay policies are robust and fair, but recognise we can always do more to champion diversity at all levels of our business and encourage all our future leaders here at Whistles.

The driver for our 2019 gender pay gap is an overrepresentation of women in our Store Style Advisor roles, which attract very few male applicants. These roles, many of which are part-time and offer greater flexibility, typically receive lower pay compared to other corporate roles in the business filled by a higher percentage of male employees.

### Gender pay gap explained

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A Gender Pay Gap is the difference between the average pay of a male employee and that of a female employee, averaged across the whole organisation, regardless of the nature of their work.

The Gender Pay Gap reporting regulations ensure that all organisations calculate their gender pay gap in a consistent way. They also make it clear how to present data. We believe that to understand our figures, it's

important to understand how they are calculated. There are several calculations that together, show the difference between male and female pay, a full explanation for each calculation is as follows:

#### **Relevant Full-Time Employees**

Includes anyone employed under a contract of service, a contract of apprenticeship or a contract to personally do work (agency workers and partners excluded).

#### **Pay Calculations**

Based on the FTE-adjusted total pay received in the month of April 2020 and includes basic salary, sector pay, variable pay, share payments, commission, loyalty bonus (on a prorated basis) and any other bonus payments paid. The calculations exclude any overtime payments.

#### **Mean and Median**

The difference between the mean (average) and the median (mid-point) pay and bonus earnings for male and female employees (expressed as a percentage).

#### **Proportion of Males and Females**

In each pay quartile band: the hourly rate pay bands ranked from lowest to highest in four quartiles (dividing the workforce into four equal bands).

#### **Pay Quartiles**

Quartiles are where an organisation is split into four equally sized chunks of employees based on their hourly earnings (including bonuses) and then the gender split is recorded.

## Key employee facts

# 727

employees in the United Kingdom

# 810

employees across the globe

# 95%

of UK employees are female

# 85%

of UK female employees work in stores and concessions

## Understanding our pay

### Gender pay gap

The driver for our gender pay gap is overrepresentation of women in our Style Advisor roles, which make up the largest proportion of our jobs and typically receive lower pay than professional roles within the corporate areas of the business. The latter also tend to attract more male candidates. Due to the Brand and Customer profile, we don't tend to attract male applicants for our in-store roles, and therefore there is no male comparator for this pay band.

| 2019   | Gender pay gap | Gender bonus pay gap | Proportion of employees receiving bonus |
|--------|----------------|----------------------|---|
| Mean   | 20%            | 61%                  | 59%                                     |
| Median | 14%            | -8%                  | 64%                                     |

### Gender split by pay group quartiles

The proportion of male and female employees in each quartile pay group.

