



LONDON

WHISTLES

Gender Pay Gap Report 2022

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

We are proud of our inclusive culture where everyone is valued and supported to reach their full potential irrespective of age, gender or ethnicity. We have confidence 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 future leaders here at Whistles.

In 2021, at the time of the snapshot for gender pay gap reporting, the majority of our workforce were not working but were on furlough due to the national lockdown in the UK and the forced closure of our stores. A skeleton staff was in operation in our Central Teams and throughout the organisation to facilitate essential operations and fulfil web orders. According to the Gender Pay Gap reporting requirements, we cannot include employees that were receiving furlough pay in the reference period (April 2021), therefore our results relate only to the team members that were working at that time, which was less than 25% of all employees. This would have affected the numbers. Given that all male colleagues in our lower and lower middle quartiles were on furlough on the snapshot date the comparison would have been skewed by comparing salaries of those colleagues employed in Central Teams versus only a handful in stores, who worked to fulfil the web orders from stores while they were closed to the public. The numbers aren't therefore truly reflective of the situation in the Company.

Gender pay gap explained

What is the gender pay gap?

A gender pay gap is the difference between 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

The gender pay gap reporting regulations ensure that all organisations calculate their gender pay gap in a consistent way. They also make it clear on 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 2021 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).

Gender Identity

As an employer aspiring to be fully inclusive, we recognise that some of our colleagues might self-identify as non-binary or agender. Whilst Gender Pay Gap regulations require us to identify our employees as men or women we fully support our colleagues who choose not to be identified in that way. We continue to capture the relevant data in line with our Inclusion and Diversity Strategy and will report on it in our future statements.

Gender pay gap results

April 2021 snapshot date numbers have been hugely affected by national lockdown and our stores being closed during this period, which resulted in a vastly reduced employee sample for the purpose of this reporting, less than 25% of the total workforce.

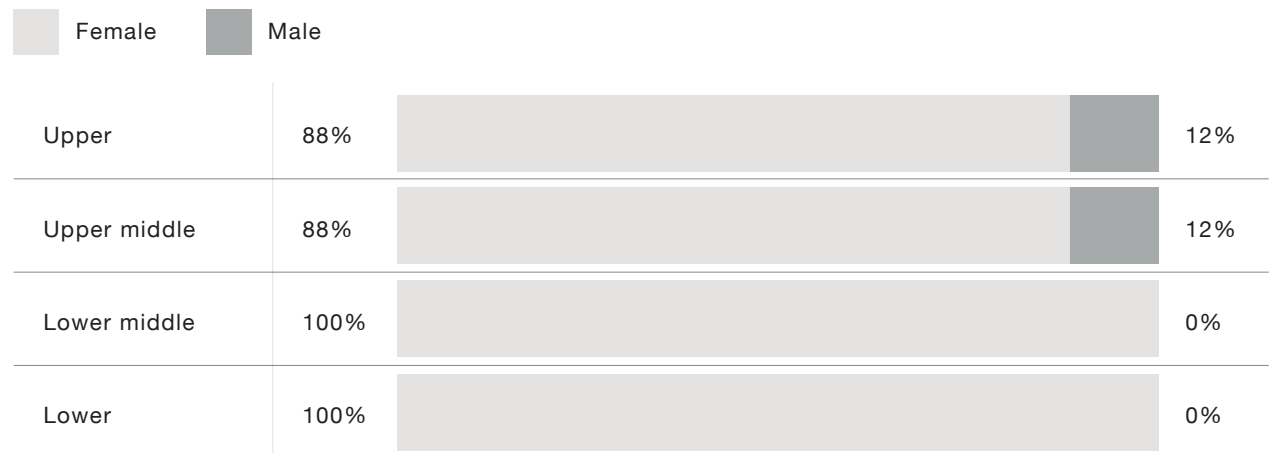
There was a larger sample available for bonus calculations due to the reference period for bonus being different from the snapshot date. Bonus for that year was exclusively paid to our store-based colleagues for the limited period when the stores were open and operating.

Whistles has a predominantly female leadership team which is reflective of the number of women employed throughout the organisation as a whole. It is important to note that the earnings quartiles again only reflect those who were working (and not on furlough) in April 2021 and therefore are not truly representative of the gender mix in our workforce. For example, there are male employees in both of the lower earning quartiles but they were on furlough in April 2021, therefore the number of male employees in these quartiles is reported for gender pay gap purposes as zero.

	Gender pay gap		Gender bonus pay gap		Proportion of employees receiving bonus	
	Median	Mean	Median	Mean	Male	Female
Whistles 2021	35%	16%	29%	-41%	44%	51%

Gender split by pay group quartiles

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



Alex Didymiotis
Group HR Director