



WHITTARD OF CHELSEA

Gender Pay Gap Reporting

2018



Gender Pay Gap

Introduction

At Whittard we aim to be a great place to work and want our employees to be happy and proud to work for us.

We have a clear vision and strongly held values that ensure we treat all our employees fairly and with respect.

To be a successful business we recognise we need to employ a diverse workforce who work together within an inclusive culture.

On one snapshot date we employed 452 people in the UK, 76% of whom were female.



Measuring the pay gap

Under government regulations all UK businesses with more than 250 employees are required to publish their gender pay gap.

What is the Gender Pay Gap?

The gender pay gap shows the difference in the average hourly earnings of men and women across an organisation regardless of their roles. The statistics can be affected by a range of factors, including the different number of men and women across all roles at all levels.

The gender pay gap is different from equal pay which ensures men and women doing the same or similar jobs receive the same pay.

Under the regulations there are two ways to measure the pay gap:

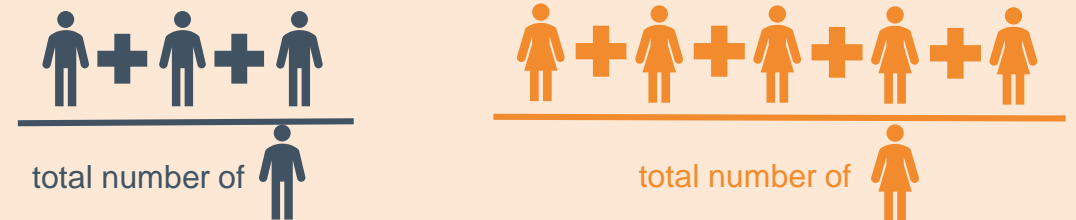
The Median Pay Gap

If you lined up all the men in order of their hourly pay rate and circle the rate in the middle and then lined up all the women in order of their hourly pay rate and circle the rate in the middle the difference in those two rates is the median pay gap.



The Mean Pay Gap

If you add up the hourly pay rates of all the females who work for Whittard and divide by the total number of females and do the same for the males, the difference between the two figures is the mean pay gap.





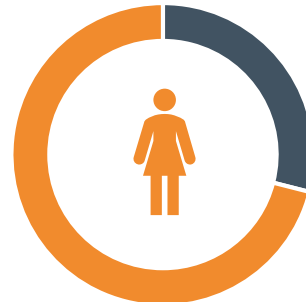
Understanding the gender pay gap

We are pleased to report our median pay gap is just 5%, lower than the average across the retail sector and compared to the UK as a whole. This means that males earn more than their female colleagues (in monetary terms this equates to a difference of 42p per hour).

As of today, our Executive Team is 44% female.



44% of our Executive team are female



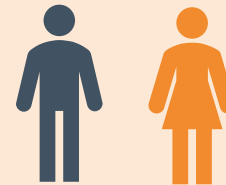
76% of our Stores Management are female

NB. We are required to report figures for a snapshot date of 5th April 2018 and for bonuses paid in the year to 5th April 2018.

Pay Gap	Whittard	Retail 2017	UK benchmark*
Median pay gap	5%	6.5%	17.9%
Mean pay gap	29.2%	15.4%	

Our stores At Whittard 85% of our workforce are based in our stores. Within that population we operate set hourly pay rates and have clear salary bandings. If we calculate the gender pay gap based on this group of colleagues there would be a median pay gap of 3.1% and a mean pay gap of just 2.8%.

Median pay gap



Males earn 3.1% more than females

Mean pay gap



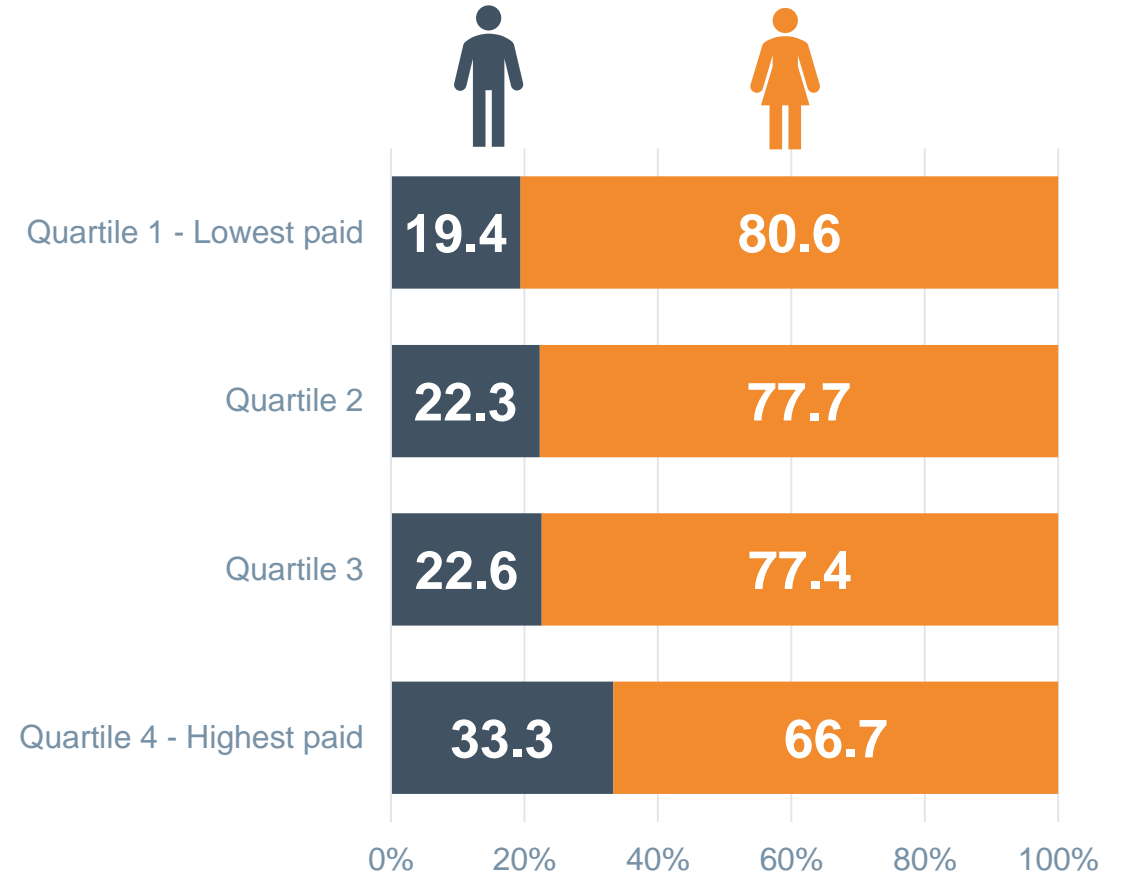
Males earn 2.8% more than females

*ONS: Gender pay gap in the UK 2018

Understanding the gender pay gap



As required by the regulations we have show our employees into four quartiles based on their average hourly pay rate to show the gender split within each quartile.



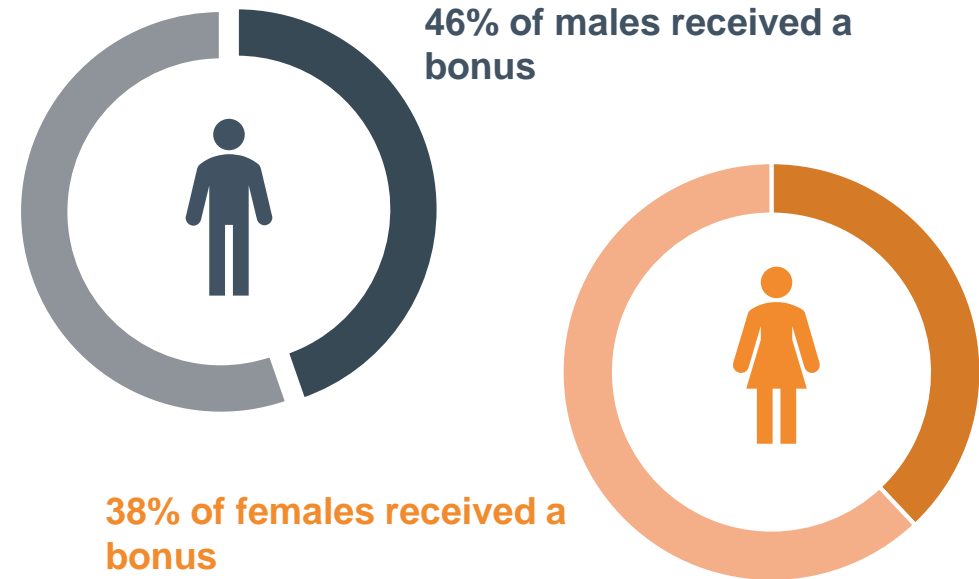


Gender bonus gap

At Whittard we are proud that we have bonus schemes available for all colleagues at all levels of the business.

We are pleased to report that through their hard work and dedication 40% of our workforce received a bonus.

Bonus Gap	Whittard
Median bonus gap	-38.4%
Mean bonus gap	-3.1%



Gender pay gap



It is important to us that all our colleagues have the opportunity to fully develop their careers and as such, we encourage career progression at all levels and for all people. As part of this commitment in 2018 we implemented a retail development programme and have extended this to our Head Office teams in 2019.

We pay men and women equally for the same or similar roles and are committed to ensuring our policies are fair for all.



As Head of HR for Whittard, I, Jayne Park, can confirm that the information contained herein is accurate.

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

