



*Gender Pay Report*  
*April 2021 - 2022*

# 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.

At Whittard of Chelsea, we are confident that all our employees are paid fairly and consistently for the same roles.

As of the snapshot date 5<sup>th</sup> April 2022

Gender Pay Gap	Whittard
Median Gender Pay gap	3.06%
Mean Gender Pay gap	20.37%

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

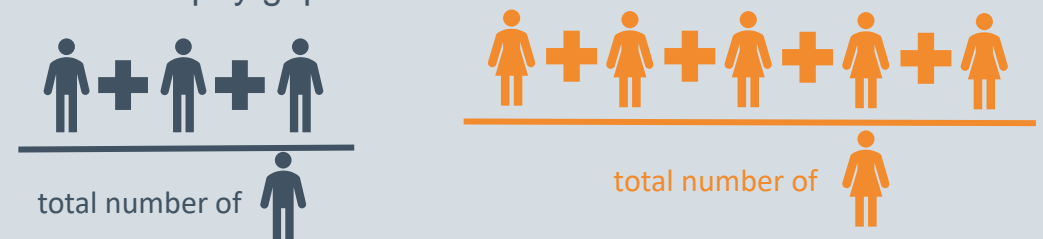
## The Median Pay Gap

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.



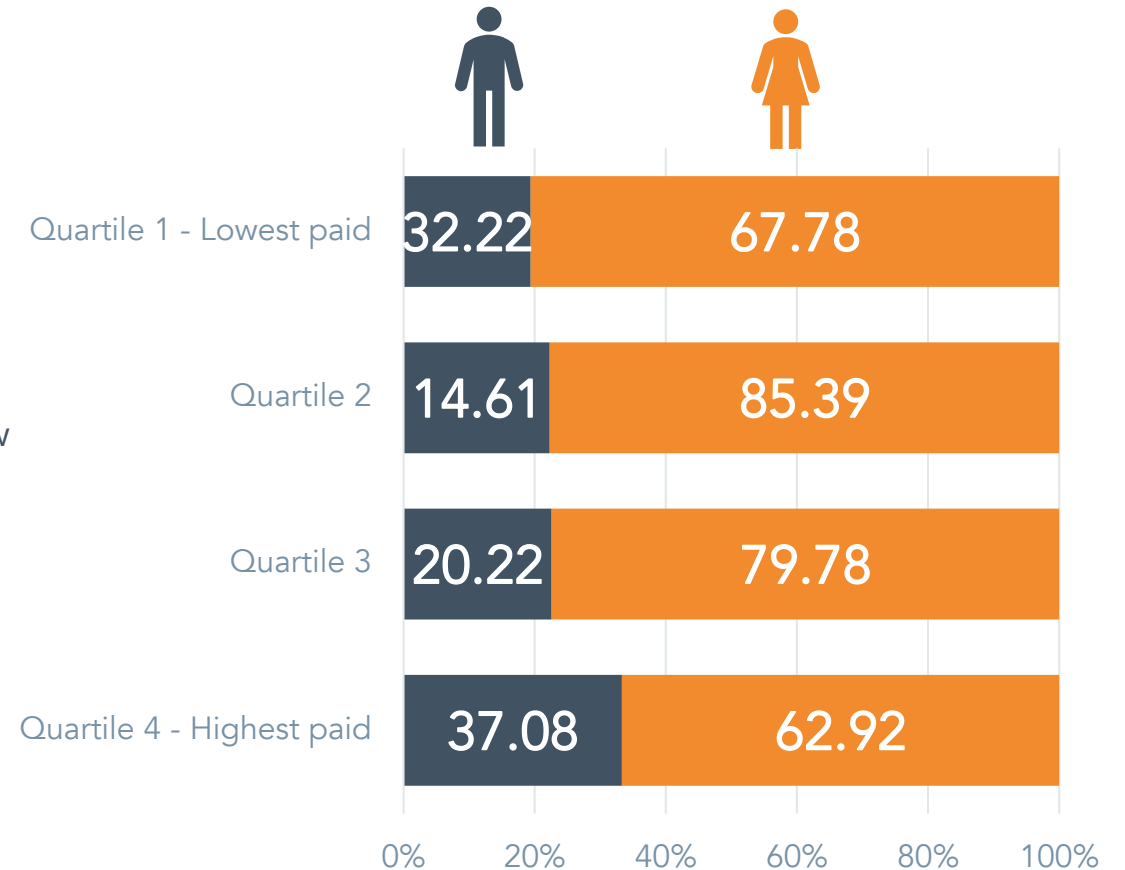
## The Mean Pay Gap

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.



# Our gender pay gap

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

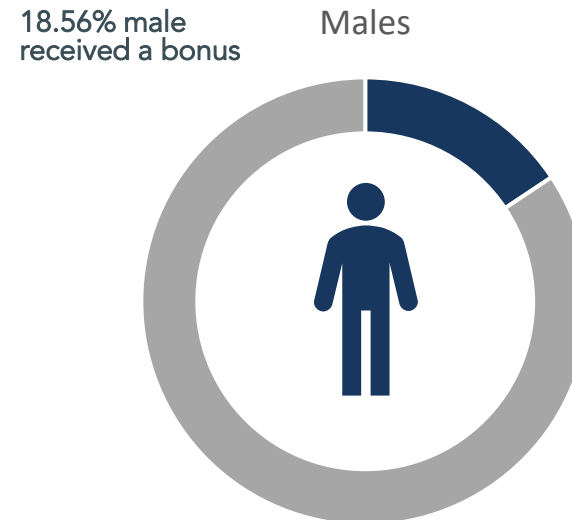
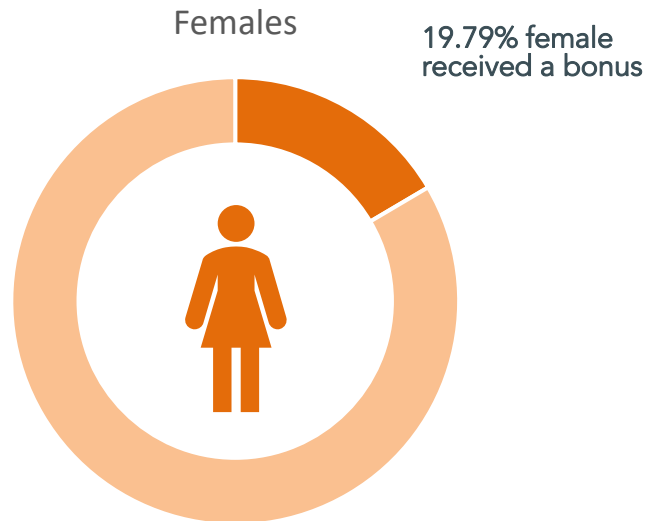


# Our gender bonus gap

As required by the regulations we have shown our median bonus gap and mean bonus gap.

We only operated a bonus scheme in the year ending April 22, for our retail store colleagues, however we had several head office colleagues who received a bonus for the purposes of the gender bonus gap calculations.

Bonus Gap	Whittard
Median bonus gap	12.2%
Mean bonus gap	0%



# Gender pay gap

We are confident that all our employees, are paid fairly for the valuable roles they fulfil at Whittard of Chelsea.

Gender pay is important to us and a key element of diversity and inclusion. Currently we are working on the wider diversity and inclusion agenda across the business.

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 our people. With this in mind, we have several initiatives to promote personal growth and this will continue to be a focus.



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'.