

# WHISTLES

## Gender Pay Gap Report 2019

Whistles is a British contemporary fashion brand, based in London. A shopping destination for the busy, dynamic woman, we create timeless pieces with an intelligent sense of design.

Collections are considered, wearable and yet distinct, with true seven days a week appeal, crafted to fit effortlessly into modern life.

Whistles operates in 4 territories and employs 685 people globally. In the UK, we have 499 employees working across stores and concessions, with a further 111 at head office and 75 in international stores.

### Definitions for data and terms

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**Snapshot date:**

5 April 2018

**Pay period:**

1 April 2017 to 31 March 2018

**Bonus Period:**

1 April 2017 to 31 March 2018

### Key employee facts

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**685**

employees globally

**610**

employees in the UK

**75**

employees in  
international stores

**84%**

of employees work  
in stores

**16%**

of employees work  
in head office

**86%**

of employees who work in  
head office are female (96)

**14%**

of employees who work in  
head office are men (15)

**92%**

of employees who work in UK stores  
and concessions are female (459)

**8%**

of employees who work in UK stores  
and concessions are male (40)

## Insights

Many roles and departments have clear salary bandings to ensure there is a consistency of pay between genders as does the retail population.

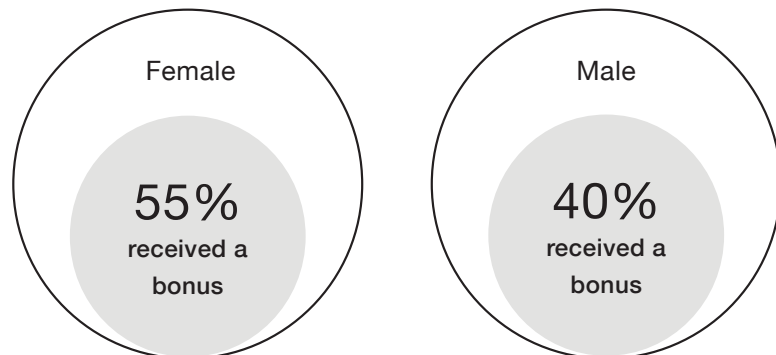
The Senior Leadership Team is made up of 12 female and 2 male reflecting a support of women in leadership role. This is further supported by the appointment of Helen Williamson as Managing Director in January 2019.

Head Office salaries will tend to be higher than those in retail and the larger % of our male employees are HO based.

Store Sale Advisors make up 60% of the total UK retail employees which means the average salary appears lower. Alongside this, the majority of our Sales Advisors in store work flexible hours which means annual salaries are based on part-time hours which will be reflected in the results.

Bonus for the period was only paid to stores and concessions.

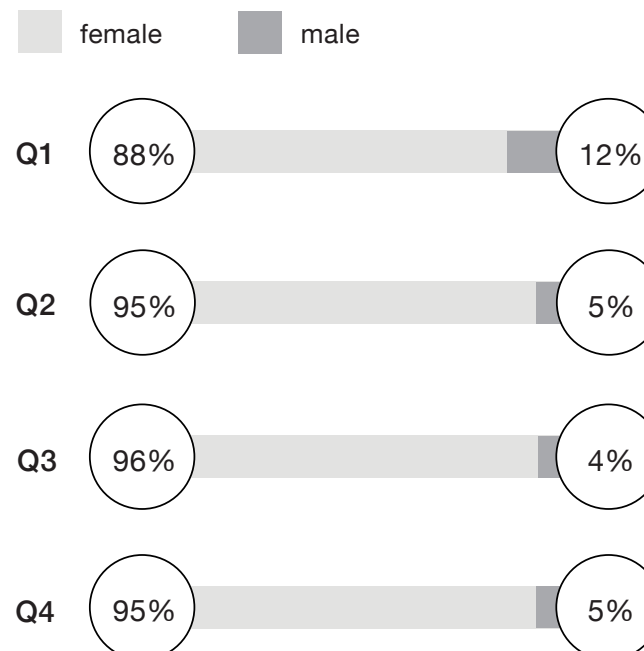
## Proportion of UK employees receiving a bonus



## Gender pay gap indicators

	Gender Pay Gap (%)	Gender Bonus Pay Gap (%)
Median	20	15
Mean	36	6

## UK employees according to quartile pay bands



We remain committed to equal pay for equal work and equal opportunity for all. In this way, we ensure that all employees, irrespective of gender, receive the financial and non-financial rewards and recognition they deserve.

This statement confirms that the published information is accurate at the time of publishing and is signed by Helen Williamson, Managing Director.

Helen Williamson  
April 2019