



LONDON

WHISTLES

Gender Pay Gap Report 2024

Whistles is a London-based style destination known for timeless design, led by an all-female senior leadership team.

We are proud of our inclusive culture where everyone is valued and supported in reaching 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.

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 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 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 2023 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.

Gender pay gap results

As a retailer of female clothing, the Whistles brand appeals to a predominantly female customer base and attracts a majority female workforce, particularly at store level. At the April 2023 snapshot date, the company employed a very small number of male colleagues who made up less than 2% of the relevant employee base for reporting purposes.

Whistles has an exclusively female leadership team, which is reflective of the number of women employed throughout the organisation as a whole and the opportunities available for women to rise to the very top of the business.

This year, the results show a greater number of female colleagues in the top two earning quartiles and fewer men, demonstrating an uplift in women's earning potential within the company. There is also a positive shift towards female pay in both the mean and the median gender pay gap measures compared to previous years.

Bonuses during the reference period were predominantly paid to our store-based colleagues, with a higher proportion of female workers receiving a bonus than their male counterparts.

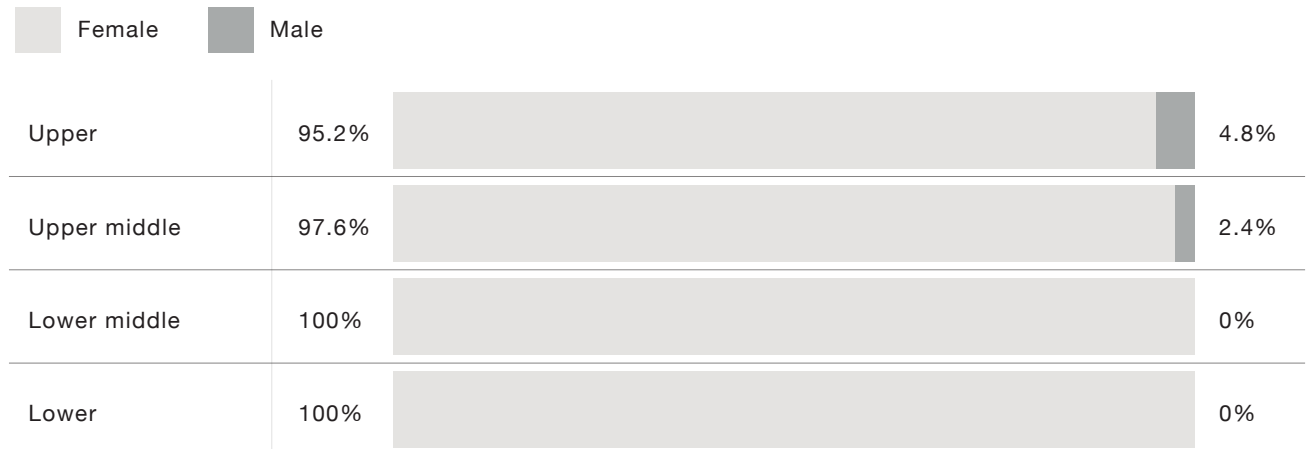
A significant proportion of our store colleagues work part-time, and therefore, the amount of bonus paid will be reflective of this in cash terms.

It is notable that only seven male colleagues received a bonus during the period (versus 305 female colleagues) therefore not providing a robust comparison for either mean or median measures due to the sample size. Nevertheless, the figures are included as this is a reporting requirement.

	Gender pay gap (%)		Gender bonus pay gap (%)		Proportion of employees receiving bonus	
	Median	Mean	Median	Mean	Male	Female
Whistles 2023	20.5%	13.8%	66.9%	26.3%	50%	57.9%

Gender split by pay group quartiles

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



Justin Hampshire
CEO