



LONDON

# WHISTLES

## Gender Pay Gap Report 2023

Whistles is a British contemporary fashion brand based in London, led by an all-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 are confident that our internal processes and gender pay policies are robust and fair. However, we recognise we can always do more to champion diversity at all levels of our business and encourage future leaders here at Whistles.

### Gender Identity

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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

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#### *What is the Gender Pay Gap?*

A Gender Pay Gap is the difference between the 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*

Reporting regulations ensure that all organisations calculate their Gender Pay Gap consistently. They also make it clear how to present data. Therefore, knowing how they are calculated is essential to

understanding our figures. 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 2022 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 female clothing retailer, the Whistles brand appeals to a predominantly female customer base. It attracts a majority of the female workforce. At the April 2022 snapshot date, the company employed a very small number of male colleagues who comprised less than 3% of the relevant employee base for reporting purposes.

Whistles have an exclusively female leadership team which reflects of the number of women employed throughout the organisation as a whole and the opportunities available for women to rise to the top of the business.

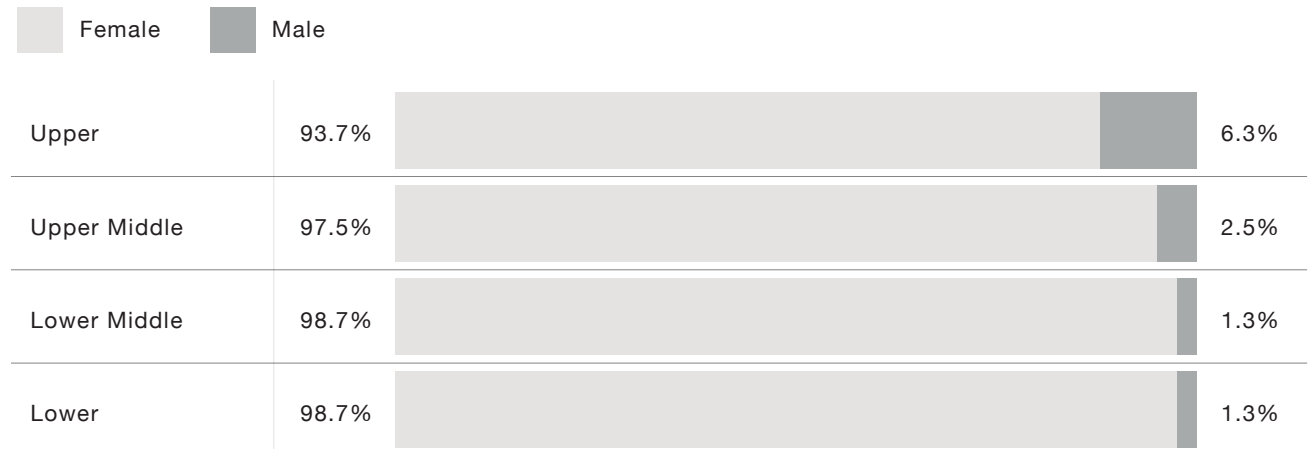
This year, the number of female colleagues has increased in the upper middle quartile and upper quartile, demonstrating an increase in women earning higher salaries within the company. Additionally, male colleagues are now in the lower and lower middle earning quartiles, which were previously exclusively female. While attracting male colleagues into our stores is a positive step for the brand, the numbers still need to be higher overall. They, therefore, do not allow for a robust comparison.

Bonus during the 2022 reference period was predominantly paid to our store-based colleagues. The results show a higher proportion of female workers receiving a bonus than their male counterparts. A significant proportion of our store colleagues work part-time. Therefore, the amount of bonus paid will reflect this in cash terms. Notably, only three male colleagues received a bonus during the period, thus not providing a robust comparison for either mean or median measures. 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 2022	33.8%	19.0%	61.6%	-264.8%	33.3%	53.7%

### Gender Split by Pay Group Quartiles

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



Alex Didymiotis  
Group HR Director