

WHISTLES

Gender Pay Gap Report 2018

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 650 people globally. In the UK, we have 477 employees working across stores and concessions, with a further 100 at head office and 73 in international stores.

Definitions for data and terms

Snapshot date: 5 April 2017

Pay period: 1 April 2016 to 31 March 2017

Bonus Period: 1 April 2016 to 31 March 2017

Mean and Median: These terms reflect the difference between the mean (average) and median (mid-point) pay and bonus earnings

Proportion of males and females in each pay quartile band: This reflects the hourly rate pay bands ranked from lowest to highest in four quartiles (dividing our employees into four equal bands)

Key employee facts

650

employees globally

575

employees in the UK

73

employees in
international stores

83%

of employees
work in stores

17%

of employees work
in head office

88%

of employees who work in
head office are female (88)

12%

of employees who work in
head office are men (12)

94%

of employees who work in UK stores
and concessions are female (446)

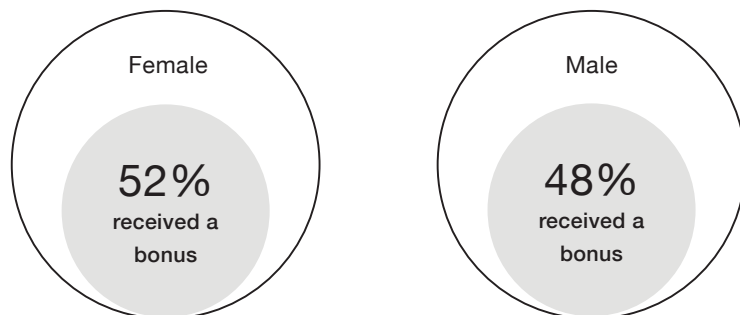
6%

of employees who work in UK stores
and concessions are male (30)

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 10 female and 2 males reflecting a support of women in leadership roles.
- Head Office (HO) salaries will tend to be higher than those in retail stores and concessions and the larger % of our male employees are HO based.
- Store Sales Advisors make up 59% 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.
- Bonuses for the period were only paid to store and concession employees.

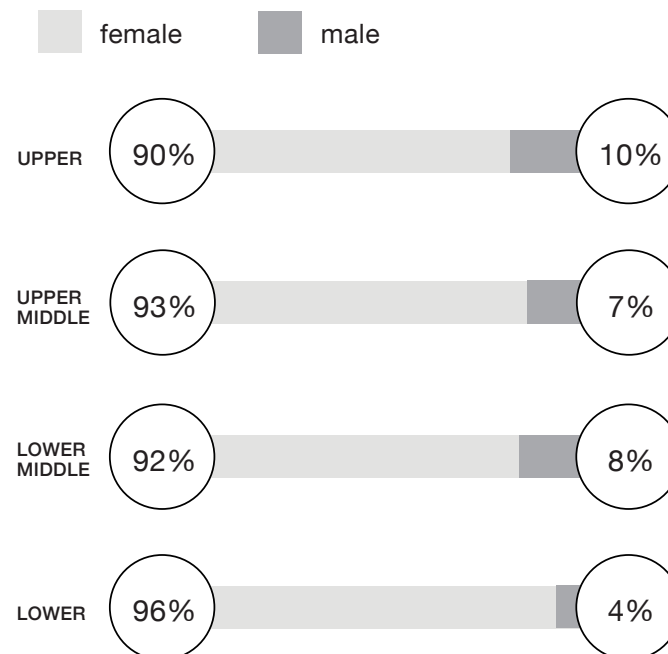
Proportion of UK employees receiving a bonus



Gender pay gap indicators

	Gender Pay Gap (%)	Gender Bonus Pay Gap (%)
Median	4	-35
Mean	31	-51

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, Brand Director.

Helen Williamson

April 2018