

## **T H WHITE LTD – GENDER PAY GAP REPORT APRIL 2025**

T H WHITE LTD (the Company) is required by law to publish an Annual Gender Pay Gap Report. The report is designed to illustrate the average (mean and median) gender pay gap percentages for hourly rates of pay and bonus pay of full-pay employees.

Gender Pay Gap should not be confused with Equal pay which deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

Looking back at the snapshot from 5<sup>th</sup> April 2024, those numbers do not yet reflect a few important points:

- We have, as we speak, increased our female board representation in the last twelve months.
- In 2025, we have made and will be making extensive efforts to harmonise contracts to provide equality of pay and opportunity across many of our divisions. Because of reporting periods this is unlikely to show in the Gender pay reporting until 2027
- As I write, we have also installed / are in the process of installing new software, HR and Payroll systems to increase our ability to report accurately on all metrics, which will be helpful in our analysis around the gender pay gap.
- We are testing our recruitment adverts to see if the language is more specific to males or females and redressing any imbalances.
- We have more female directors across the company than the corresponding period twelve months earlier.

We still need to do much more. The workforce in our 193-year history has been traditionally predominantly male. This reflects our overall workforce split of male and female, and the workforce still reflects those patterns. We continue to see a large number of flexible working requests and we have a very diverse spectrum of working patterns. The number of part-time workers within the business continues to increase. This is reflective in some cases of people within the business approaching retirement and seeking more flexibility as they plan for a time when they reduce the amount that they work. We also are in a general position where the age profile of our team is such that over the coming years there will be a lot of retirements and succession planning will continue to be a key part of our people plan. This in itself, will provide opportunities for development for all, and this will have a knock-on effect on the gender gap reports over the coming years.

### **Hourly Pay Summary**

We are pleased to report that:

- Mean gender pay gap in hourly pay - down to 3.6% from 27.4% the previous year.
- Mean gender pay gap in bonus pay reduced by 17% on the figures from the previous year.

The make-up of the workforce is still predominantly male and is likely to be more male than female for many years to come. We recognise however that strides are being made in the right direction.

T H WHITE acknowledges that we will continue to work on issues around fairness and reasonableness in relation to pay, and also in relation to opportunities for all who work with and for us.

**Alexander Scott**  
**CEO**  
**April 2025**