



GENDER PAY REPORT 2023

CHARLES TYRWHITT

JERMYN STREET LONDON

Gender Pay Report

April 2023

Here at Charles Tyrwhitt, we are powered by our people – that means having a diverse and engaged workforce in an inclusive business where everyone can be, and wants to be, at their best.

During the 2022-23 trading year we continued to champion colleague growth and development, with 8% of colleagues gaining a promotion during the year. We also achieved our highest ever employee engagement score, being rated as a 2-star “Outstanding” business to work for by Best Companies.

At the same time, we maintained our focus on making CT an inclusive place to work and we were delighted to receive colleagues feedback on this via our DEI survey in October 2022. Through the survey, 85% of colleagues told us that they felt CT was an inclusive place to work and 79% of colleagues said that CT was committed to its diversity and inclusion initiatives, which gives us great foundations to build from.

Looking at a summary of our 2023 Gender Pay results, they show the following:

- Our Median Gender Pay Gap was -2.1%, meaning that at the mid-point the female colleague is paid more than the comparative male colleague.
- This has changed vs 2022 where there was a 2.2% gap in favour of the male colleague.

- Our Mean Gender Pay Gap figure was 16.8%, meaning that when averaged out, the male pay hourly rate is higher than the female hourly rate.
- This is down from 22.5% in 2022.

Our -2.1% Median figure is now well below the 7.7% UK average (as quoted by the ONS) and we continue to see a downward trend in our figures, as back in 2021 our median gap was 9.6% and our mean gap 30.7%.

I can confirm that our gender pay gap statement is accurate and correct as at 5th April 2023.



Phil Vickers
HR Director, UK & US

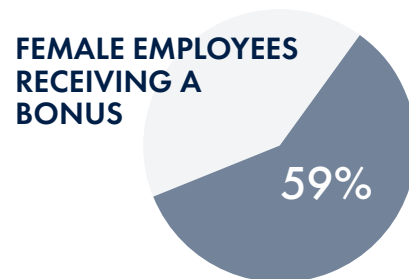
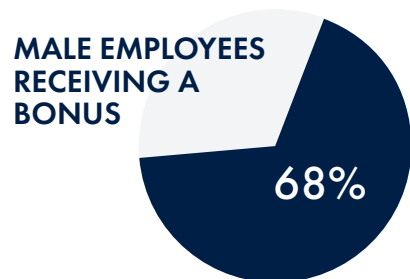
Gender Pay at Charles Tyrwhitt

Across the two reporting periods you can see that our Gender Pay position has improved on both measures (Median and Mean).

Looking at bonuses and the % of male and female colleagues receiving a bonus, more male colleagues received a bonus across the year than female colleagues. There are two reasons for this:

1. Our stores performed extremely well across the year, regularly paying out bonuses for sales delivered. As they have a higher proportion of male colleagues, this impacts the male:female bonus ratio.
2. We made a decision in the Distribution Centre to fold the performance related bonus scheme into colleagues' hourly rates to give them a more consistent income. As this area of the business employs a higher number of female colleagues it had a disproportionate effect on the number of female colleagues receiving a bonus.

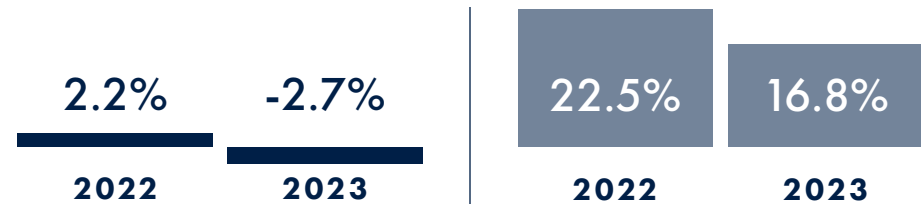
Our median and mean bonus gaps have fallen year on year, but the difference remains large. Put simply, this is because we have a greater proportion of male colleagues in our most senior roles, a position which won't change quickly due to the performance and tenure of these individuals.



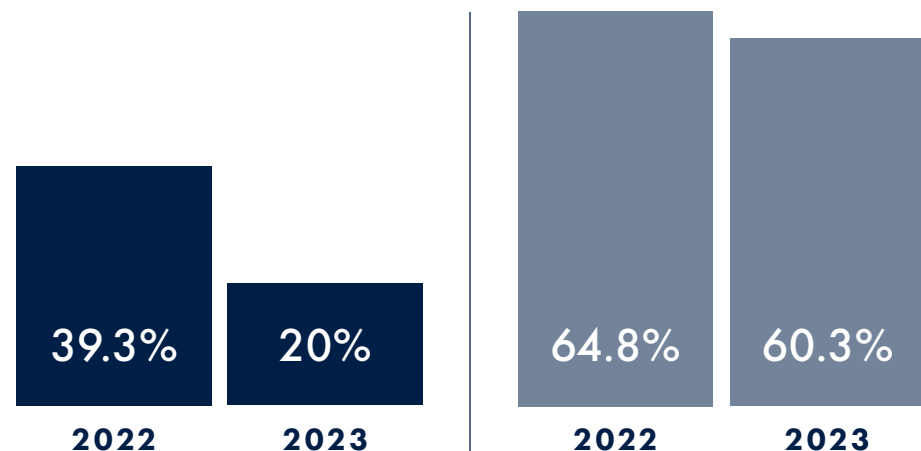
Median
The Median represents the middle point of our employee population earnings and therefore indicates what the 'typical' hourly rate is.

Mean
The mean represents the average hourly rate of all our male and female employees.

CT'S GENDER PAY GAP

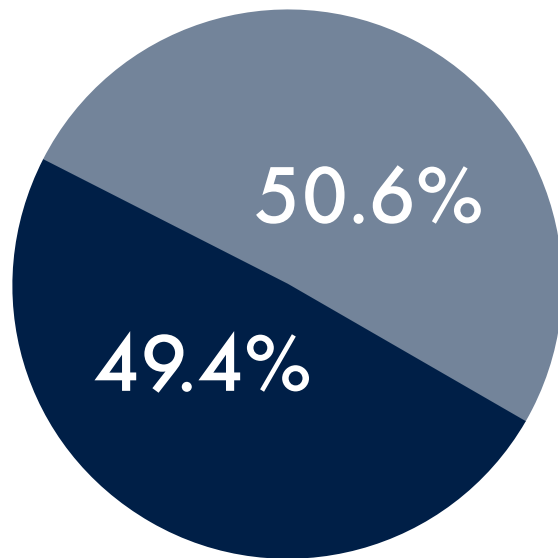


CT'S GENDER BONUS GAP

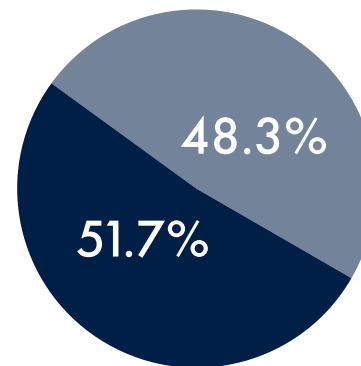


Gender Split by Quartile

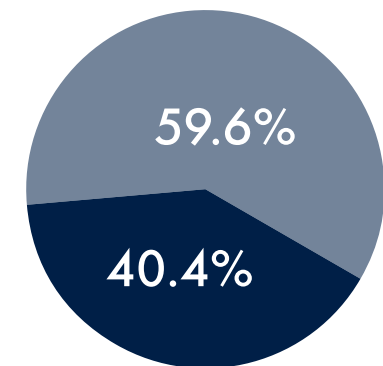
TOTAL WORKFORCE SPLIT



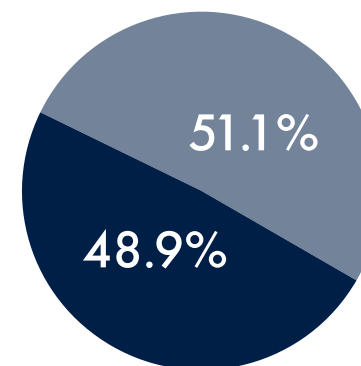
UPPER QUARTILE



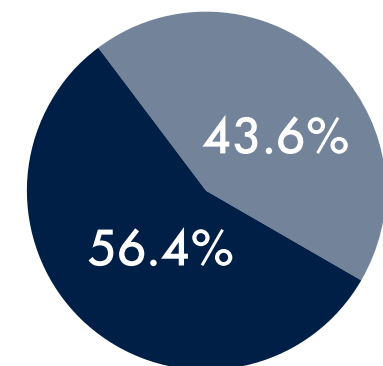
UPPER MIDDLE QUARTILE



LOWER MIDDLE QUARTILE



LOWER QUARTILE



Looking at the makeup of our workforce, it's pleasing to see that even as a menswear brand we can attract and retain a mixed and diverse workforce, with 49% of our colleagues being male and 51% female. Within the quartiles, we have a higher proportion of males in our Lower Quartile as we have a greater number of male colleagues working in our stores.

■ Male ■ Female

Looking ahead

Our drive and determination to make CT a great place to work remains as strong as ever, and we're committed to investing in our people as part of this.

Over the coming year we are investing in a new employee engagement platform to better understand and act on colleagues' views, as well as launching a new learning platform for all colleagues so they can maximise their potential.

At the same time, we are continuing to expand our CSR activity, focusing on how we reduce our impact on the environment as well as how we partner with our suppliers across the globe on important issues such as working conditions.

To support our work on the Gender Pay gap, we plan on conducting a job levelling exercise to ensure roles across functions and areas are benchmarked appropriately and consistently. This will help us review our reward and recognition practices for all colleagues.

