



CHARLES TYRWHITT

JERMYN STREET LONDON

GENDER PAY REPORT 2021

Gender Pay Report

April 2021

Here at Charles Tyrwhitt our aim is to create an inclusive working environment where everyone can be and wants to be at their best. This means treating everyone fairly regardless of their gender, age, religion, background or, well, anything else other than their sheer brilliance! We talk about this in our values and how every Tyrwhitteer should be “Proud and free to be me” at work.

Over the last 12 months we’ve taken a number of actions in order to support and enhance this position;

- **Undertook D&I workshops with the Senior Leadership team**
- **Rolled out D&I training and Unconscious Bias training to all colleagues**
- **Actively took part in National Inclusivity week, running in house workshops on Conscious Inclusion**
- **Signed up with Inclusive Employers to look at how we can become more inclusive through our comms and policies**

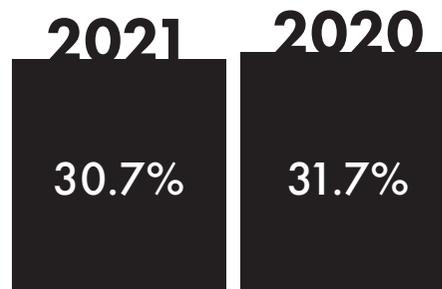
Stepping back from these actions and looking at our Gender Pay Report for April 2021, it's important to consider the impact furlough has had on our figures.

In line with government guidance, furloughed employees who were on less than full pay are excluded from the gender pay calculations. As a retail business we had our UK stores closed and colleagues on furlough in April 2021 when the snapshot is taken. As our retail workforce consists of more male than female colleagues, taking these colleagues out has skewed our results.

Putting that aside and looking at our results for a moment, they show that our **Median Gender Pay Gap was just 9.6%** (in line with the 2020 figure) and our **Mean Gender Pay Gap figure was 30.7%** (down slightly from 31.7% in 2020). Focussing on the Median number, this means that, at the mid-point, for every £1 a female colleague earns the median male colleague earned £1.10.

CT's Gender Pay Gap

mean



Excluding furloughed employees

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

CT's Gender Pay Gap

median

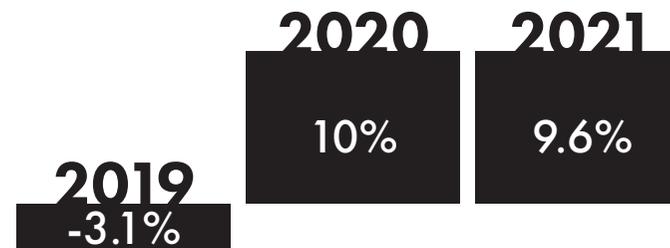


Excluding furloughed employees

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

Looking back at our 2019 Gender Pay figures helps highlight the impact of taking out furloughed colleagues. **In 2019 our Median Gender Pay Gap was -3.1%**, which means that at the mid-point the female colleague earned more than her male counterpart. Overall, the structure and make up of the business hasn't changed in that time, so I remain confident that our Gender Pay gap is in fact very small. This is down to making sure that pay practices are fairly and consistently applied, which remains a key focus for the HR team.

CT's Gender Pay Gap
median

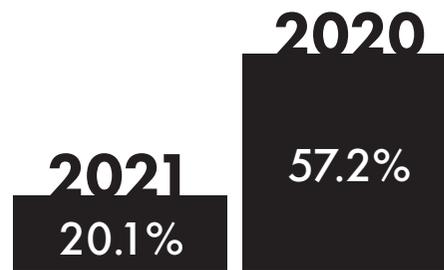


2019 number includes all colleagues,
2020 and 2021 have furloughed colleagues removed

Across the two reporting periods you can see that our bonus position has improved on both scales (Median and Mean). We also have almost exactly the same percentage of male and female colleagues receiving a bonus, which helps highlight the fairness and consistency of our policies.

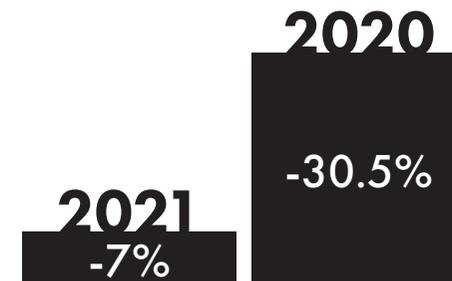
CT's Gender Bonus Gap

mean



CT's Gender Bonus Gap

median



	% Female employees receiving a bonus	56%
	% Male employees receiving a bonus	53%



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 **60% of our colleagues being female and 40% male.**

Wherever we have a vacancy at more senior levels our priority is to ensure we have a balanced cross section of applicants to select from and we are working on ways to monitor this through our recruitment system.

Across the other quartile ranges we have a greater proportion of female colleagues than male colleagues, however it's worth noting that the lower quartile split is adversely affected by the removal of the colleagues on furlough – if they were added back in the split is almost exactly 50/50.

Workforce Gender Split

 % Male

 % Female

Overall CT Gender Split



Upper Quartile



Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



Looking Ahead

Our ambition remains to create a working environment where everyone can be, and wants to be, at their best every single day. This means having an inclusive workforce where everyone is treated fairly and consistently. We continually ask our employees why they like working here, as well as what they think would make it a better place to work, through our participation in the annual Best Companies to work for survey, which guides our People agenda.

As outlined in the introduction, reflecting on our Gender Pay results this year is difficult given the impact of removing furloughed colleagues. All the research and evidence point to the fact that women and young people have been most impacted by the recent pandemic, and we remain committed to making a difference in this space. For example, we are patrons of The Princes Trust and continue to work with them to raise funds to support young people into work. We also offer our time through “Get Hired” and “World of Work” workshops which aim to provide young people with new skills and opportunities.

In addition, we are proud to work with InTo University who provide learning support in the community in order to help young people achieve their ambitions. Over the past 2 years we have worked with InTo University to offer placement opportunities to promising students, so they get an opportunity to learn and grow.

Whilst we're rightly proud of the work we do with our charity partners, there are also some specific initiatives that we will undertake over the next 12 months to support our goal of creating an inclusive workplace:

- **We will conduct pay benchmarking, looking both internally at our rates of pay for any discrepancies across colleagues and roles as well as looking externally to ensure our rates of pay ensure we retain our best colleagues**
- **We are revising and relaunching our policies and benefits in order to make sure they support colleagues going through difficult life events, such as fertility treatment or pregnancy loss**
- **During the year we will conduct our second Diversity survey to help us better understand the diversity within our workforce and what it is they are looking for from CT in order to meet their needs**
- **We are looking to foster recruitment relationships with a number of charitable partners so we can offer opportunities to those who otherwise might not get them**
- **As part of our commitment to a fair and equitable recruitment process we will review our hiring practices in order to ensure we have a greater diversity of candidates coming through to us**

By focussing on these actions, we will continue to make CT a great place to work for everyone.

I can confirm that our gender pay gap statement is accurate and correct as at 5th April 2022.

Phil Vickers
HR Director, UK & US





CHARLES TYRWHITT

JERMYN STREET LONDON