



GENDER PAY REPORT 2025

CHARLES TYRWHITT

JERMYN STREET LONDON

INTRODUCTION TO OUR APRIL 2025 REPORT



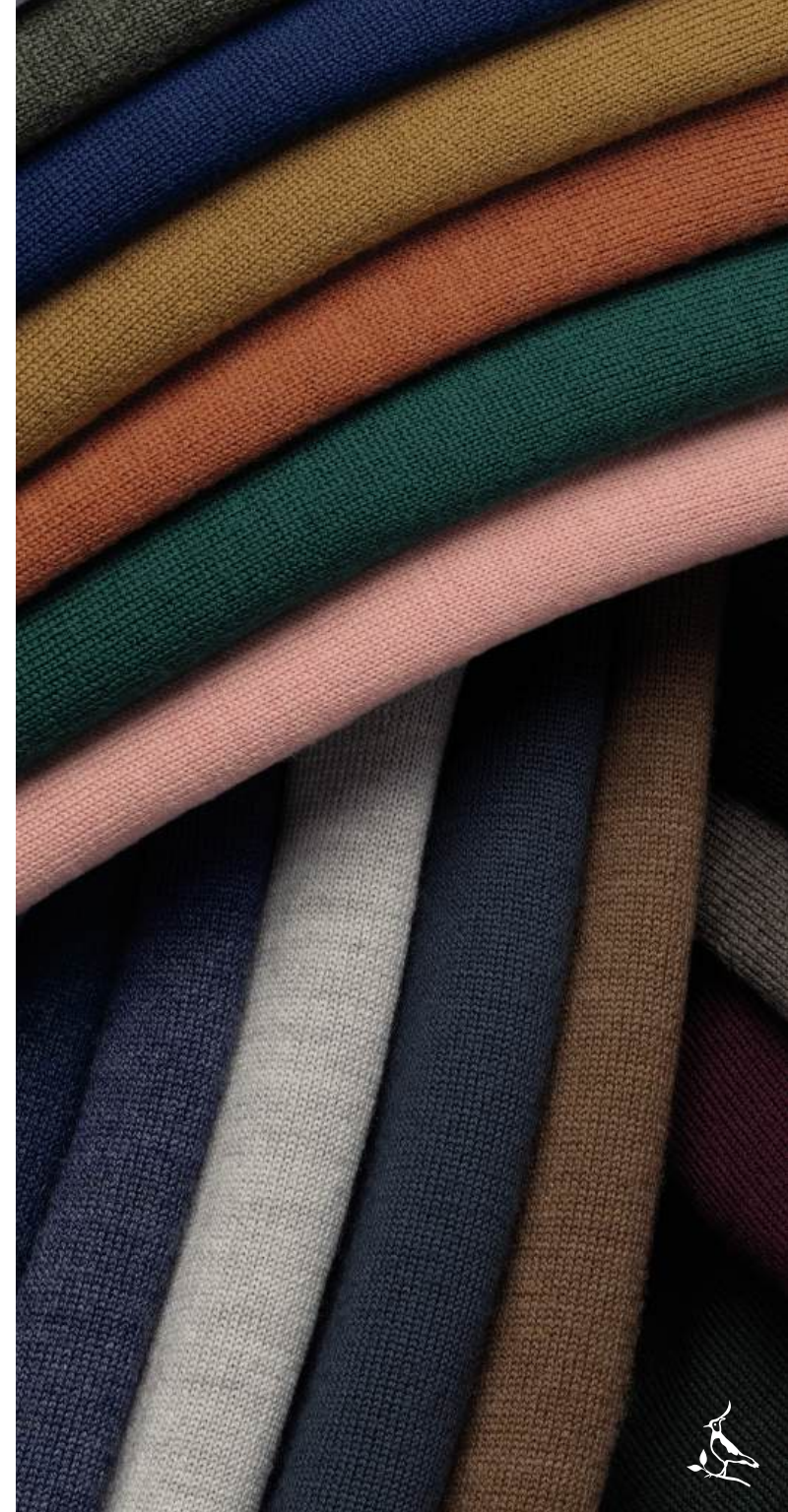
KATE LAIDLLOW
PEOPLE DIRECTOR

At Charles Tyrwhitt, we take pride in doing things properly. It's an approach that shapes how we run the business, including how we reward and recognise our people.

Being clear, fair and consistent in how we pay our colleagues is an important part of that. This report gives us the opportunity to take a transparent look at our gender pay data, understand what sits behind it, and identify where we need to focus our efforts.

We're proud of the balance we've built across our workforce, while recognising that pay outcomes are influenced by how roles are distributed across the business. Over the past year, we've continued to strengthen our approach to inclusion, working with Inclusive Employers to better understand our position and bring more structure to how we improve.

This gives us a clear framework to guide our actions and ensure we're making meaningful, measurable progress over time.



OUR GENDER SPLIT

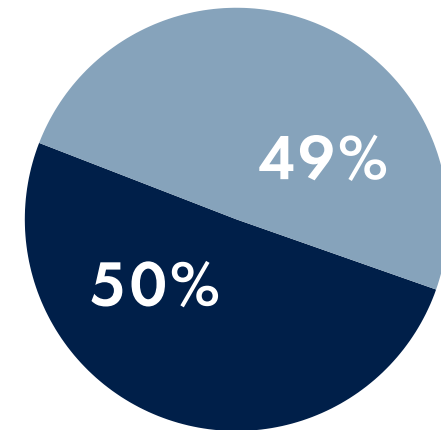
Across our UK workforce, 49% of colleagues identify as female and 50% as male, reflecting a well-balanced gender split across the business.

This balance is consistently represented across our pay quartiles. As shown below, representation remains broadly even at each level of the business, including within our upper quartile.

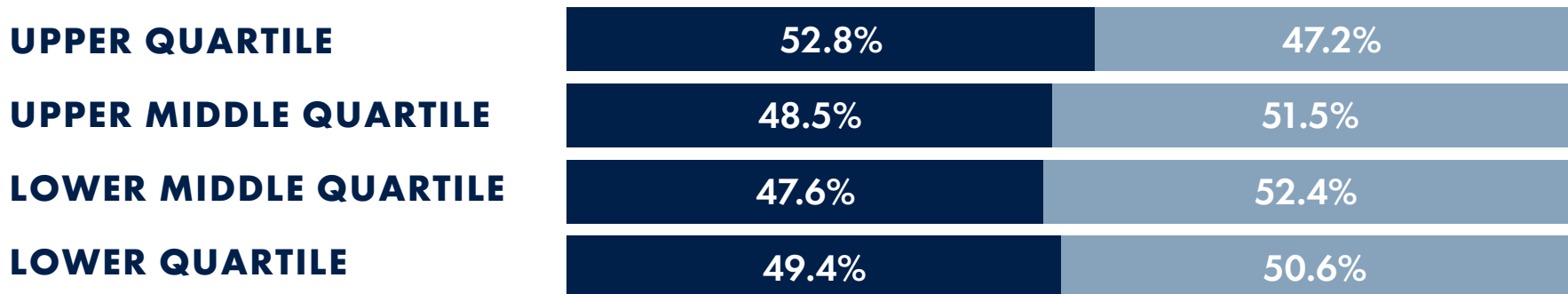
While small variations exist between quartiles, there is no significant skew towards one gender at any level.

This level of consistency is a key strength, demonstrating that representation remains balanced as seniority increases across the organisation.

TOTAL WORKFORCE



PROPORTION OF WOMEN IN EACH PAY QUARTILE





GENDER PAY GAP MEASURES

Before looking at our results in more detail, it's important to understand what the gender pay gap measures, and what it does not.

The gender pay gap is an overall measure of the difference in average earnings between men and women across a workforce. It reflects how roles are distributed at different levels of an organisation, rather than differences in pay for doing the same job.

Importantly, it is not a measure of equal pay and does not take into account factors such as role, experience or seniority. This means a gender pay gap can exist even in organisations where men and women are paid equally for equivalent work.

To help explain our results, we use three key measures:



Gender Pay Gap - The difference in average hourly pay between men and women across the workforce.



Mean - The average hourly pay, calculated by adding all pay values together and dividing by the number of employees.



Median - The middle value of hourly pay when all employees' pay is ordered from lowest to highest.



GENDER PAY GAP RESULTS

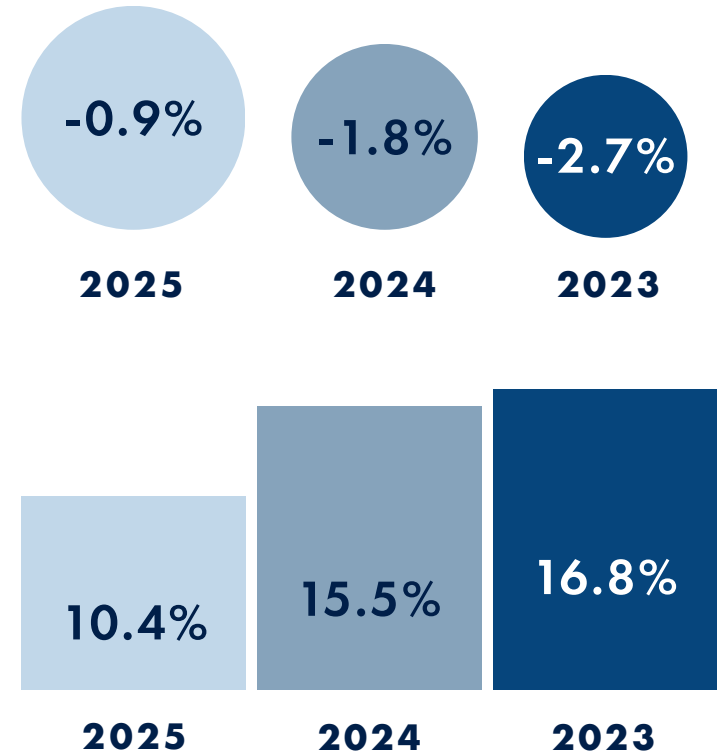
MEDIAN

Our median gender pay gap is -0.9% . This means that, at the midpoint of our workforce, women earn 101p for every £1 earned by men, with women's median hourly pay 0.9% higher.

This remains well below the UK average of 12.8% (as reported by the Office for National Statistics) and continues a three-year trend, with women's median hourly pay higher than men's.

MEAN

Our Mean gender pay gap has also decreased year-on-year over the past three reporting periods. While this reflects sustained progress, the mean gap shows there is more to do, particularly at more senior levels. As outlined earlier, this measure is influenced by how roles are distributed across the business.



Over the coming year, we will continue to focus on improving consistency and progression. This includes further standardising pay for hourly-paid roles across our various business areas and encourage female colleagues to progress their careers internally, as demonstrated by our representation across the upper pay quartiles.

In addition, over the past year we introduced job families, providing a clearer structure for how roles are defined, benchmarked and developed. This creates a stronger foundation for ensuring fairness and consistency in pay, while supporting clearer career progression frameworks across the organisation.



GENDER BONUS GAP RESULTS

Charles Tyrwhitt operates across four distinct business areas, each with different roles, working patterns and performance measures. As a result, we have tailored bonus schemes for our Head Office, Distribution Centre, Retail and Contact Centre teams, ensuring incentives are relevant and motivating for each group.

PROPORTION OF EMPLOYEES RECEIVING A BONUS:



In the reporting year, 87.4% of male colleagues and 84.3% of female colleagues received a bonus. This small difference reflects how bonus eligibility and payout vary across the business. In some areas bonuses are linked to voluntary overtime, while in others, particularly Retail, strong sales performance led to frequent bonus payouts in teams with a higher proportion of male colleagues.

CHARLES TYRWHITT BONUS GAP APRIL 2025:



Our mean bonus gap is 52.5%. While this remains a high figure, it has reduced significantly compared to the previous year and reflects the factors outlined above.





LOOKING AHEAD

Our core ambition is to ensure the long-term financial sustainability of Charles Tyrwhitt, and our people are central to achieving that. Creating a workplace where colleagues feel they belong, are treated fairly and can perform at their best is critical to our continued success.

During this reporting period, we completed our application for the Inclusive Employers Standard and were delighted to achieve accreditation. This marks an important milestone in our inclusion journey and provides a clear framework to inform and guide our DE&I strategy, ensuring we focus our efforts on the areas where we can have the greatest impact.

We are also continuing to strengthen how we use data across the business, investing in improved data collation and management. This will enable us to better understand trends over time and use those insights to inform decisions around pay, bonus and progression.

We remain committed to building a fair and inclusive workplace, and to making continued, measurable progress over the years ahead.

I can confirm that our gender pay gap statement is accurate and correct as of 5th April 2025.

Kate Laidlow
People Director





CHARLES TYRWHITT

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