

Section 172 Statement

Charles Tyrwhitt Shirts Limited's ("the company") executive team recognise that strategic decisions are made with both the shareholders and a number of key stakeholders in mind. The content below constitutes our s.172 statement, as required under the Companies (Miscellaneous Reporting) Regulations 2018.

The considerations and actions that were made by the executive team during the year, were made in good faith, to promote the success of the Company for the benefit of its members as a whole, having regard to the stakeholders and matters set out in s.172 (of the Companies Act).

As directors, our intention is to behave responsibly and ethically, in line with our company values. Our management teams operate the business in a responsible manner and to the highest standards of business conduct and good governance.

Our impact on, and engagement with, several key stakeholder groups are considered within the implementation of strategic decisions. These stakeholder groups are our employees, our suppliers, our customers, our communities, the environment within which we operate and our shareholders.

Employees

Our employees are critical to the success of the company. The company engages with its employees on a regular and continuing basis using a range of methods including the sharing of news and information via our company portal, quarterly briefings and annual employee feedback programmes.

The company is committed to promoting diversity in the workplace and prides itself on having a diverse workforce. This is promoted by our DIB (Diversity, Inclusion & Belonging) team.

Suppliers

At Charles Tyrwhitt we are focused on the quality of our product proposition. We have benefitted from strong, long-term partnerships with many of our key suppliers and take great care to ensure that they share our commitment to quality and ethics. All products are sourced from suppliers in line with our Ethical Trading Policy. We review our supplier base on a regular basis and engage with them regularly through in person meetings. These meetings assist us to monitor performance, maintain strong relationships, and keep up to date with any innovations in the garment manufacturing industry.

Customers

Our customers are the ultimate judge of the success of the company and two-way communication with this group of stakeholders is the basis for long term success. We ensure retail and contact centre staff are fully equipped to advise customers through training programmes. More formally, we actively seek customer feedback through our integrated product review tool. This provides valuable insight and data that allows us to shape our future customer proposition.

Community

Our relationship with The Prince's Trust continues to flourish, with fund raising initiatives such as the annual Palace to Palace bike ride and Million Makers competition, and the giving of time and expertise through the mentoring of young people within our local communities throughout

the year. In addition to supporting The Prince's Trust, we also work with charities including the British Heart Foundation and Willen Hospice in Milton Keynes.

As part of our commitment to the community we also offer numerous apprenticeships, work placements and career guidance sessions across the business. This aims to give young people the opportunity to advance in their careers.

Environment

Decision making in the company continues to take account of the environment around us. We utilise an independent third-party specialist to assess & monitor our progress. Planet Mark is an internationally recognised sustainability certification programme we are proud to be part of. Through this relationship we measure how effectively we are reducing our carbon emissions. The reductions achieved have resulted in the company retaining this certification for four consecutive years. Alongside our commitment to reduce our carbon footprint year on year we believe in doing the right thing and slowing the impact of climate change. We do this through our partnership with Ecologi who facilitate the funding of climate change projects, tree planting and other naturebased activities across the globe.

We continue to offer an in-store shirt and suit takeback programme with the British Heart Foundation, actively encouraging customers to return old clothing items to any UK store. This programme has generated £1m during the year (2023: £1.3m) and helps to fund the British Heart Foundations research in heart and circulatory diseases. In addition to this, we have now eliminated all single use plastic from our shirt packaging. The remainder of our product packaging is made from recycled materials, including our mailbag which is made from recycled plastic. We encourage our customers to recycle or reuse their Charles Tyrwhitt packaging wherever they can.

Shareholders

The directors openly engage with the company shareholders frequently in board meetings and more informal inhouse meetings. These meetings ensure that they are informed of all key decisions that are made and provide regular updates on performance.

Key Decisions

Interim dividends were declared of £7.2m (2023: £21.2m) at 24 pence per share. Of this, £1.9m was paid in the year, and £5.3m was offset against amounts owed by group undertakings. When declaring dividends, the management team considers current business performance; future expectations and the context of the trading environment we operate in.

The directors have not proposed a final dividend in relation to the period to 03 August 2024 (2023: nil).

We continue to open stores, where we identify favourable operating conditions, supporting directors belief in the strength of the high street.

The Section 172 Statement has been reviewed and approved by The Board on 5 December 2024.