



GENDER PAY REPORT 2024



CHARLES TYRWHITT

JERMYN STREET LONDON

Gender Pay Report

April 2024



Phil Vickers
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Charles Tyrwhitt

One of our mantras here at Charles Tyrwhitt is that we like to do things properly. Whether it's creating epic clothing for the modern man or developing our people, we always go about it in the same way, properly.

Delivering on our commercial goals means having the best team for the job, regardless of gender, religion, race or anything else for that matter! We're proud to have a diverse workforce and we continue to focus our efforts on making it an inclusive place to work where everyone can be at their best.

Over the past 12 months we have continued to work with Inclusive Employers on ways to improve inclusion in the workplace, culminating in events such as webinars and talks during National Inclusion Week.

Whilst we are a menswear brand, we continue to have a balanced workforce, our male to female split is 52:48.

Looking at our 2024 Gender Pay results, they show the following:

- Our Median Gender Pay Gap was -1.8%, meaning that at the midpoint the female colleague is paid more than the comparative male colleague.
- This is broadly the same as last year, where there was a -2.1% gap in favour of the female colleague.
- Our Mean Gender Pay Gap figure was 15.5%, meaning that when averaged, the male hourly pay rate is higher than the female hourly pay rate.

Our -1.8% Median figure is well below the 9.03% UK average (as quoted by the CIPD) and this is a trend that we have seen in our data over the time we have reported our Gender Pay Gap.

I can confirm that our gender pay gap statement is accurate and correct as of 5th April 2024.



Gender Pay at Charles Tyrwhitt

Across the two reporting periods you can see that our median position has remained pretty much the same and that our mean number has improved slightly, dropping by 1.3% points.

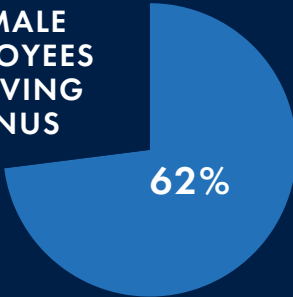
Looking at bonuses and the % of both male and female colleagues receiving a bonus, more male colleagues received a bonus across the year than female colleagues. The primary reason for this is that our stores performed extremely well across the year, regularly paying out bonuses based on sales performance. Our stores have a higher proportion of male colleagues, thus increasing the number of male colleagues receiving a bonus.

Our median bonus gap fell sharply this year – the median figure of 4.5% is the lowest we have reported. Whilst the mean gap has widened, this is because of the strong performance of the business and the related bonuses linked to that.

% MALE
EMPLOYEES
RECEIVING
A BONUS



% FEMALE
EMPLOYEES
RECEIVING
A BONUS



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.

GENDER PAY GAP (MEDIAN)

2024	2023
-1.8%	-2.1%

GENDER PAY GAP (MEAN)

2024	2023
15.5%	16.8%

GENDER BONUS GAP (MEDIAN)

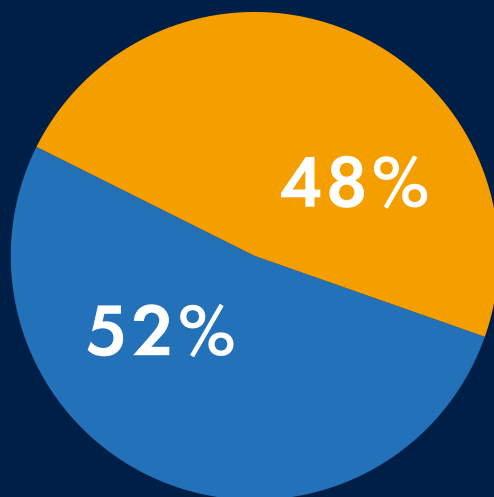
2024	2023
4.5%	20%

GENDER PAY GAP (MEAN)

2024	2023
83.8%	60.3%

Gender Split by Quartile

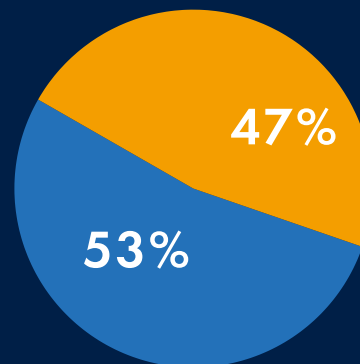
TOTAL WORKFORCE SPLIT



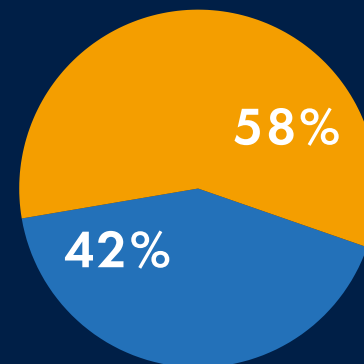
Looking at the makeup of our pay quartiles, we see a fairly even split in the Upper Quartile – a sign of the balance we have in senior roles across the wider business.

The two middle quartiles are more female than male, whilst the lower quartile is more male dominant.

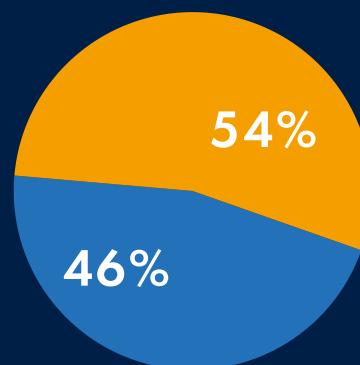
UPPER QUARTILE



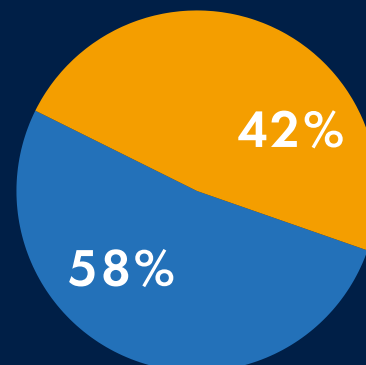
UPPER MIDDLE QUARTILE



LOWER MIDDLE QUARTILE



LOWER QUARTILE





ONCE UPON A SHIRT...



Looking Ahead

Ensuring the long-term financial sustainability of Charles Tyrwhitt is our core ambition, and our strong financial results show we are delivering on this. We know that making it a great place to work where everyone can be themselves will play a crucial part in maintaining our success, both now and into the future.

Having rolled out a new employee engagement platform last year, we have made good strides with our overall engagement rate and continue to place a focus on this, taking the appropriate actions by area.

This year we will be rolling out the job levelling exercise we undertook last year. This will allow us to see and ensure that roles across functions and areas are benchmarked appropriately and consistently, appropriately aligning reward and recognition practices for all colleagues.



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