

Gender Pay Gap Report 2017

What is Gender Pay Gap Reporting?

In April 2017 new legislation came into effect that requires businesses with more than 250 employees to publish their gender pay gap, which shows the difference in pay between males and females in the organisation regardless of their role. It is important to note that it is different to equal pay comparison, which compares the pay of two people doing the same or equivalent work.

How the averages and quartiles are calculated?

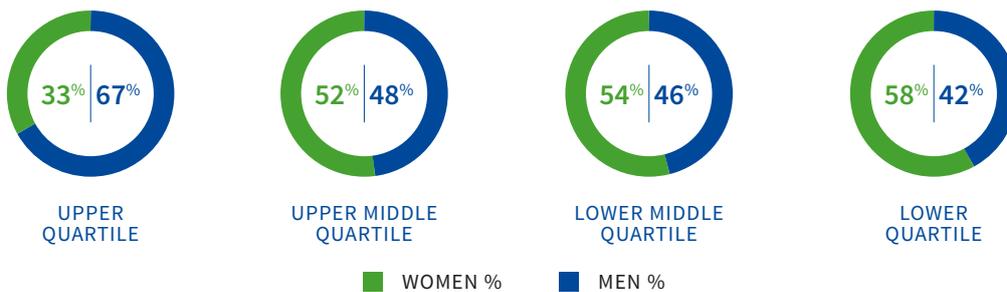
As required by the gender pay gap reporting regulations, we have taken the pay data of all of our employees which covers a wide variety of roles and rates of pay. With this data we have calculated:

- *The **mean** pay gap:* This is done by adding up all of the data and dividing it by the total number of employees the data was taken from.
- *The **median** pay gap:* This is done by creating a list of all pay data and putting it in numerical order, the median if the middle number.
- *Pay **quartiles:*** The list of all pay data in numerical order is divided into four equal parts.

An overview of Charlies Stores gender pay gap figures

MEAN GENDER PAY GAP	MEDIAN GENDER PAY GAP	WHO RECEIVED A BONUS?
11% LOWER	6% LOWER	69% OF WOMEN, 48% OF MEN

Pay quartiles



Statement from Rebecca Lloyd, our Managing Director Designate

We are encouraged to see that our average pay gap is significantly less than the retail average, which stands at 16.4% for the mean and 9.3% for the median according to ASHE Survey 2017.

However, we fully acknowledge that there is more to be done.

The figures show that our pay gap is heavily influenced by the fact that we have fewer women than men in our most senior, highest paid jobs and that they are over-represented in our lowest paid roles.

That said, it has to be acknowledged that we have more women than men in our middle quartile sectors which reflects how women are progressing and being promoted in the company.

This reporting provides us with an opportunity to review the difference and what is causing it.

We are committed to having a diverse workforce, and will place our focus on doing what we can to reduce the pay gap.