

Gender Pay Gap Report 2018

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?

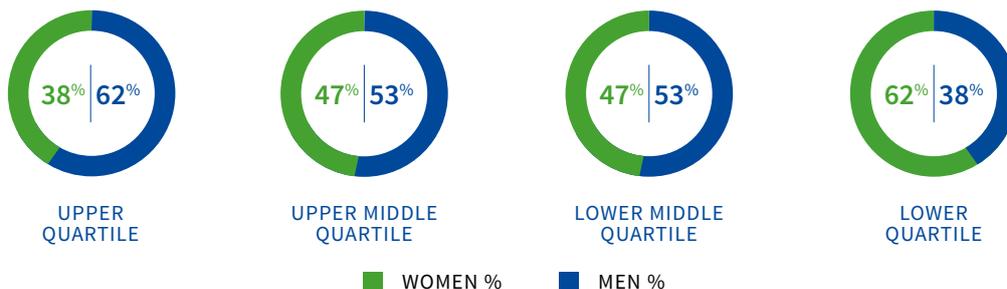
As required by the gender pay gap reporting regulations, we have taken the pay data of all of our employees which covers a wide variety of roles and rates of pay. With this data we have calculated:

- *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 is 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	7% LOWER	91% OF WOMEN, 91% OF MEN

Pay quartiles



Statement from Rebecca Lloyd, our Managing Director Designate

Over the last 12 months I am encouraged to see that we have increased the number of women in the top salary quartile, grown the percentage of women receiving a bonus and decreased the mean bonus pay between men and women year on year.

However, as always there is still much to be done for us to improve, especially as the percentage of women in the middle quartile has decreased versus 2017.

We will use these figures to review, spark discussion and continue our actions in reducing the pay gap. Charlies is a family run company with a team of hugely valued employees. We are committed to having a diverse workforce and treating everyone fairly, providing them with the same pay and opportunities to progress in the company.