

Charlies Stores Limited

Gender Pay Report 2025

Introduction

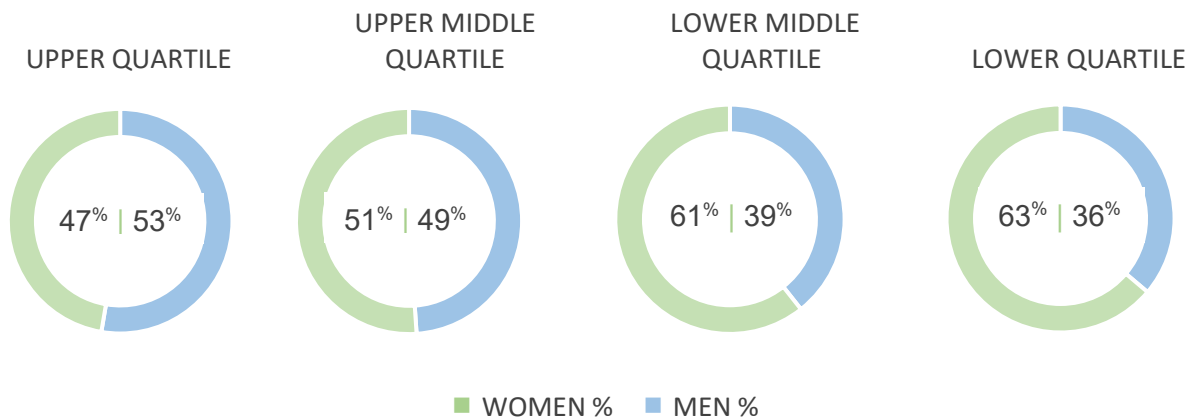
Charlies is a family run company with a team of highly valued employees. We are committed to having a diverse workforce and treating everyone fairly and providing them with the same pay and opportunities to progress in the company.

The gender pay gap is a different measure to equal pay. We pay men and women equally for roles of the same size and scale and have closed the pay gap since prior year.

Our Gender Pay Gap

MEAN GENDER PAY GAP	MEDIAN GENDER PAY GAP
4.5% LOWER	4.0% LOWER

Pay Quartiles



Bonus Pay Gap

WHO RECEIVED A BONUS?	MEAN BONUS PAY GAP	MEDIAN BONUS PAY GAP
0.7% OF WOMEN, 1.7% OF MEN	25% HIGHER	24% HIGHER

Statement from Rebecca Lloyd, Managing Director

At Charlies, we remain committed to improving our gender balance at all levels of the organisation and providing meaningful careers for all our employees.

We will use these figures to spark discussion and will continue taking long term, sustainable actions to address the gender pay gap and to ensure it continues to move in the right direction.

Understanding the data

What is the gender pay gap?

A measure of the difference in the average pay of men and women. This is expressed as a percentage of men's earnings. References to higher and lower mean that women are paid x% more or less than men respectively.

What are pay quartiles?

Pay quartiles are calculated by listing the rates of pay for each colleague across the business from lowest to highest, then splitting the list into 4 equal-sized groups and calculating the percentage of males and females in each.

How are mean and median calculated?

The mean pay gap is a comparison of the average pay for a woman and the average pay for a man. The median pay gap is a comparison of the hourly rate of pay for the women in the middle of the line, if all of our female colleagues stood side by side in order of lowest hourly pay rate to highest, and the men did the same. Mean and median calculations are also carried out when comparing bonus pay over a twelve-month period. The proportion of men and women awarded any bonus pay over the period is reported.

What is included in our calculation?

Calculations of mean and median pay and quartiles are based on April 2025 pay data, this includes ordinary pay (basic pay and pay for annual leave) and bonus pay.