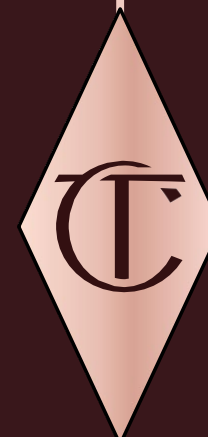


CharlotteTilbury

# GENDER PAY REPORT

2022/2023





## SECTION 1

# INTRODUCTION

## 2022/2023 GENDER PAY REPORT

At Charlotte Tilbury Beauty, our mission and purpose is to empower everyone, everywhere to feel and look like the most beautiful, confident version of themselves.

We are committed to creating an inclusive, supportive culture. We are focused on hiring people with diverse backgrounds, voices, beliefs, and perspectives into our growing workforce. By doing so, we better serve our communities, customers, and employees.

As a female-founded, female-led business, we are proud that we create meaningful employment for women throughout our global workforce. Visible role models are important, and we're proud that our executive team is 80% female – this includes Charlotte Tilbury, our Founder, President, Chairman and Chief Creative Officer, as well as our Chief Executive Officer, Chief Legal Officer & General Counsel, Chief Growth & Technology Officer, Chief Commercial Officer, Chief Communications Officer, and Chief People Officer.

*Charlotte Tilbury 2022/23 Gender Pay Report*

*This report contains our 2022/23 gender pay disclosures, calculated in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.*



## SECTION 2

# OUR EMPLOYEES

Charlotte Tilbury Beauty comprises two employing entities in the UK. Our retail employees are employed by Charlotte Tilbury Beauty Limited (“CTBL”), and our non-retail employees are employed by Islestarr Holdings Limited (“IHL”). As both CTBL and IHL have over 250 employees, we are required to publish gender pay information annually for each of these entities.

In line with the global beauty retail industry, we employ a large number of women across our business. Our retail staff in CTBL are 95% female and non-retail staff in IHL are 81% female.

## SECTION 3

# GENDER PAY AT CHARLOTTE TILBURY

### HOURLY GENDER PAY GAPS

Although there are many women in leadership roles with high rates of pay across Charlotte Tilbury Beauty, both the mean and median gaps show that, on average, men earn a higher hourly rate than women at both CTBL and IHL.

The data shows us that:

- In IHL, for every £1 male employees earned, female employees earned £0.73
- In CTBL, for every £1 male employees earned, female employees earned £0.88

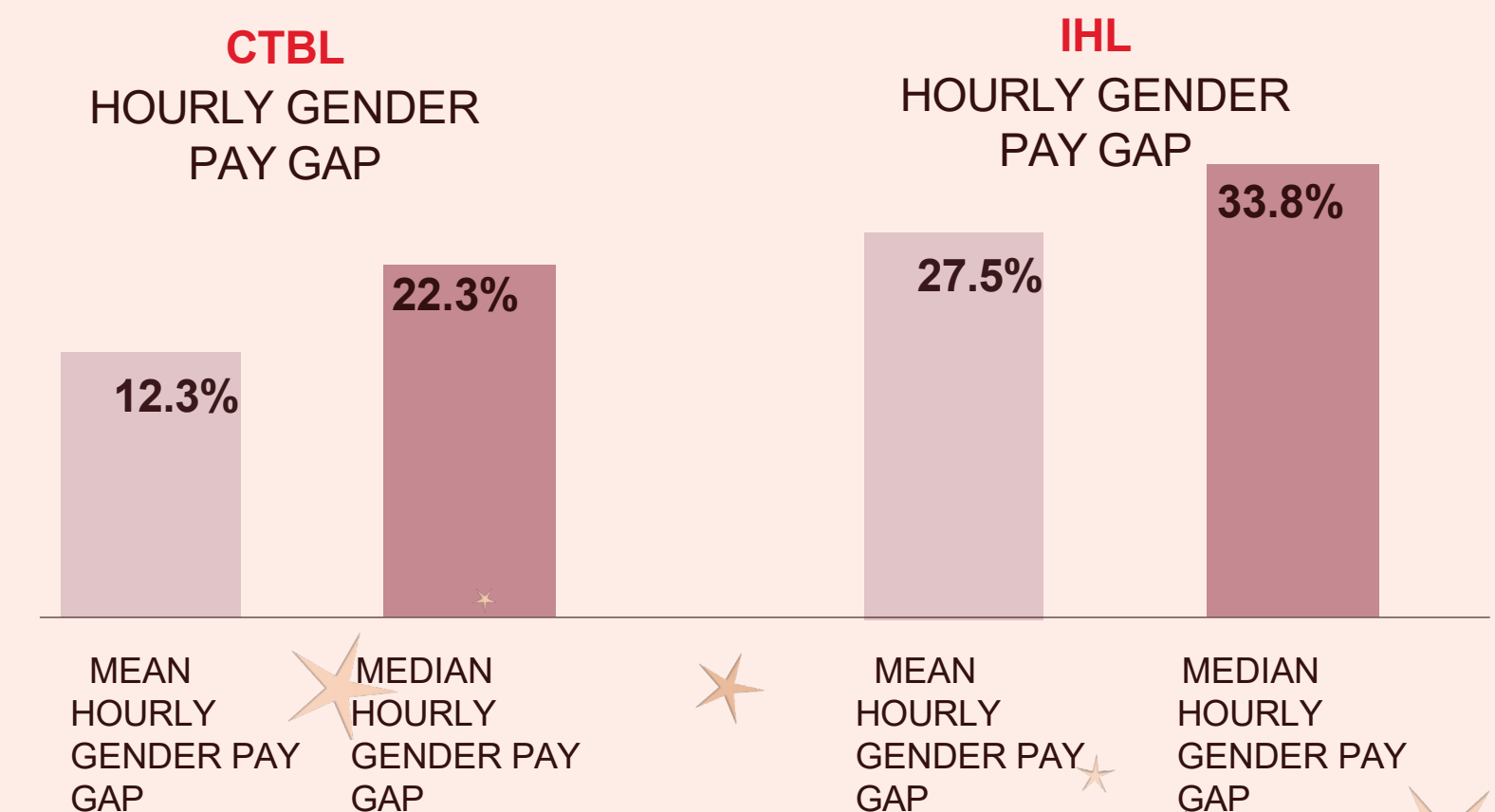
Our gender pay gaps show the difference in average male and female pay within both CTBL and IHL. The figures from both businesses are affected by the fact that our male employees make up a far smaller number of our employees vs our female employees. This smaller number of male employees significantly impacts our gender pay gap because in both businesses, there is a higher proportion of male employees working in business areas that attract higher rates of pay, such as our Technology teams.

- At CTBL, a majority of our male workforce tends to work in more senior or specialist roles which attract higher rates of pay such as team leaders or senior creative artists. Many of these roles also attract a higher rate of pay as they are based in London, further impacting the pay gap data for the business as a whole.
- At IHL, the combination of fewer male employees, and a higher proportion of those male employees working in teams which attract higher rates of pay, means that on average men earn a higher hourly rate than women.

It is important to note that a gender pay gap is not the same as an “equal pay” gap. Equal pay is the requirement to pay male and female employees equally if they are performing equal work. Across the Charlotte Tilbury Beauty business, we ensure that all of our employees are paid fairly and equally for their role.

We are aware of the gender imbalance of our workforce and we are taking proactive steps to address the pay gap at Charlotte Tilbury, including:

- Inclusive training for all hiring managers
- Launch of an internal Diversity & Inclusion Advisory Board sponsored by our Executive Committee
- Mentoring scheme where internal and external mentors are allocated to top performers to encourage further development
- Working with Diverse Talent Agencies to recruit diverse teams into our growing business
- Continue to build a broader talent pool of male employees in more junior roles to create a more robust development timeline



These charts show the mean and median hourly gender pay gaps for CTBL and IHL.

## SECTION 4

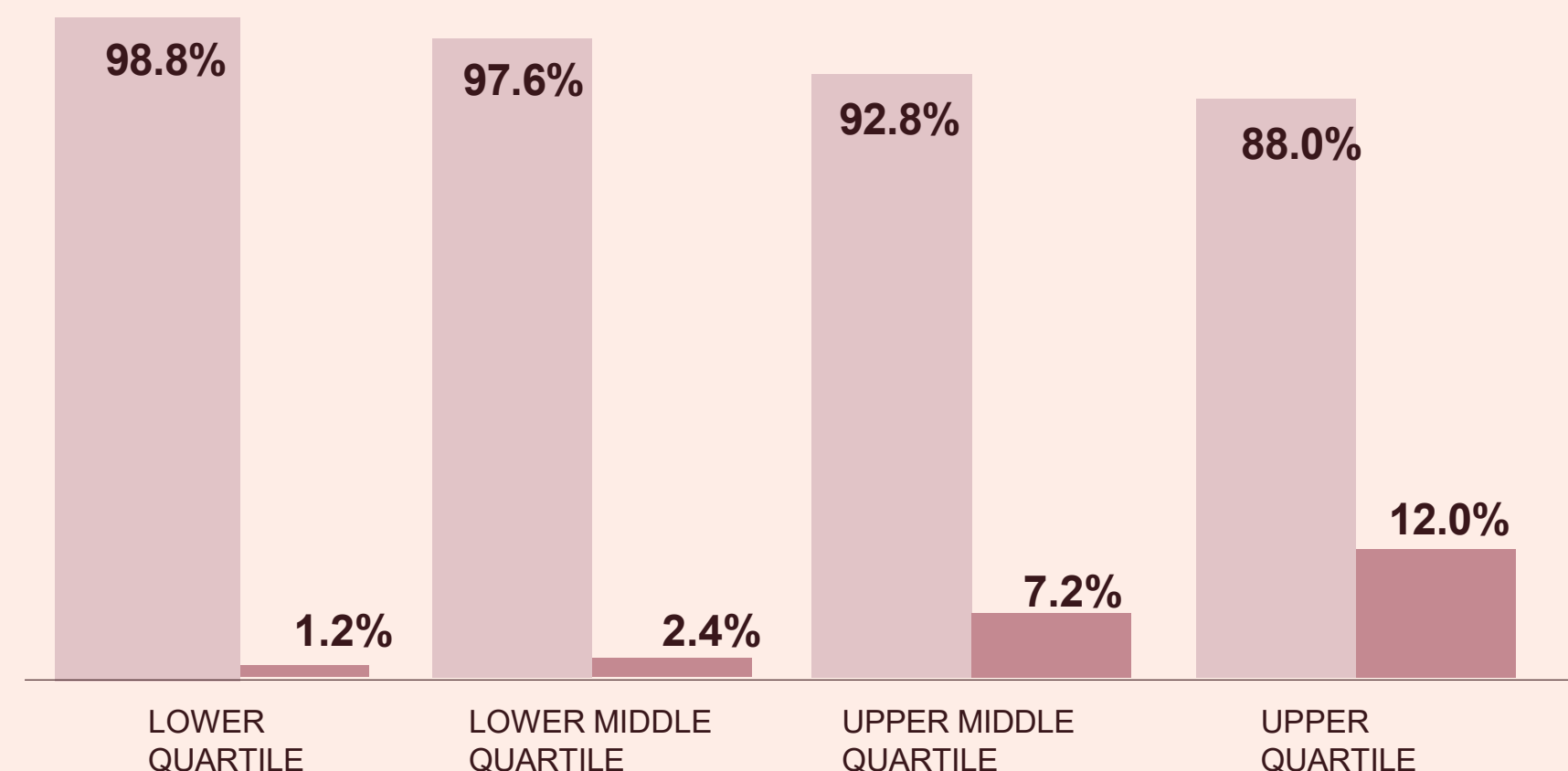
# SALARY QUARTILES AT CHARLOTTE TILBURY

In line with the gender pay gap regulations, we are required to publish the percentage of male and female “full pay relevant employees” falling within each of four “salary quartiles”. In these regulations, a “full pay relevant employee” is an employee who is not receiving a reduced rate of pay as a result of being on leave.

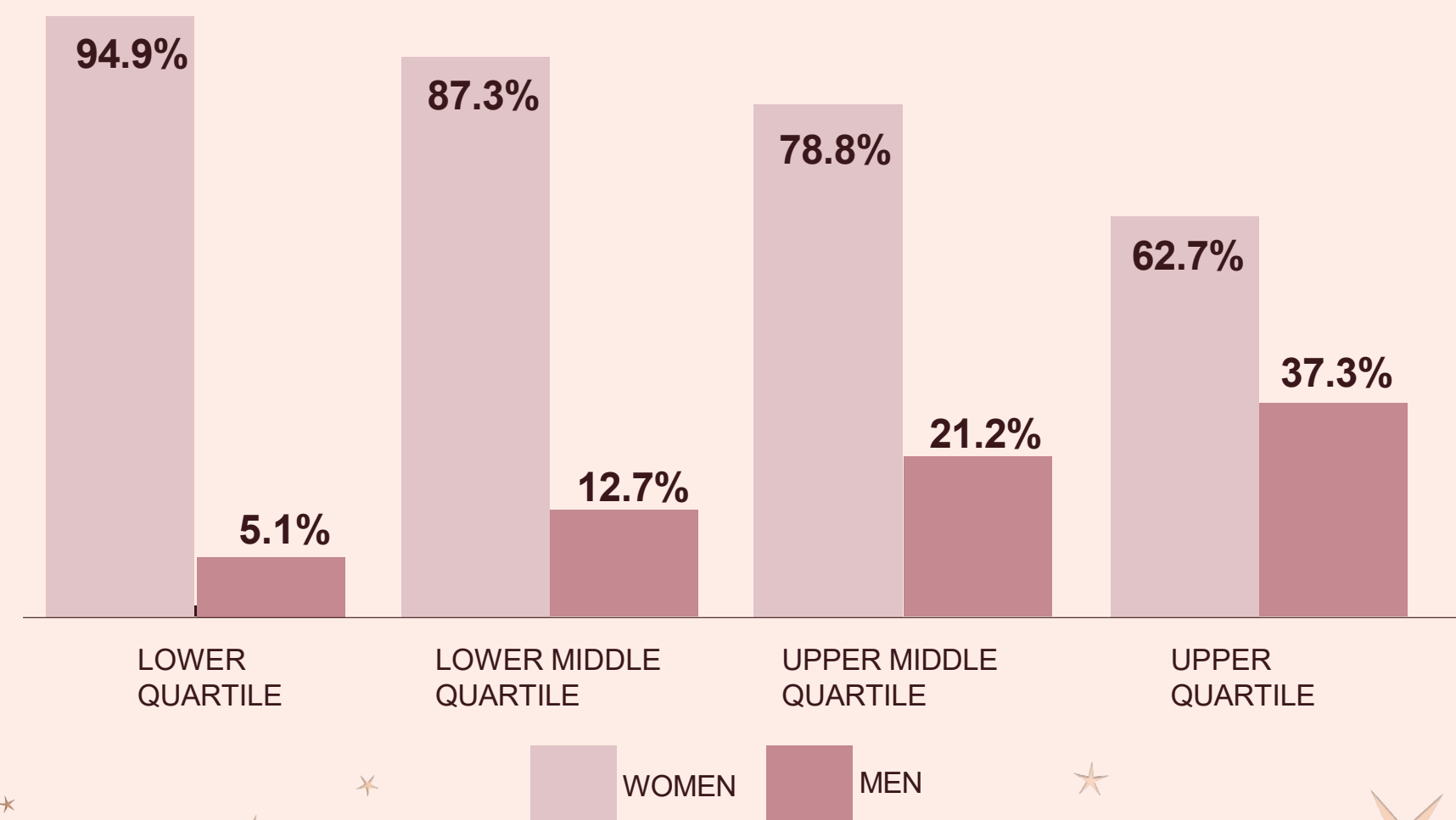
Across both IHL and CTBL, the business, the gender pay gap differs by department:

- In IHL, male employees typically work in areas which attract a higher rate of pay because of the market demand for these roles and the specific skills and qualifications the roles require, such as Technology. For instance, 42% of total male employees in IHL are based in our Technology team which influences our figures for the business as whole. However, we are proud that the proportion of women in our Tech team has increased by 11% since 2021, as well as the fact that in some teams at IHL, such as our Finance and People departments, there are more women in senior positions than men and therefore there is no gender pay gap.
- In CTBL, the small number of men we employ tend to be in more senior and specialist roles such as team leaders or senior creative artists, which attract higher rates of pay. Many of these roles also attract a higher rate of pay as they are based in London, further impacting the pay gap data for the business as a whole.

**CBTL** % OF EMPLOYEES IN SALARY QUARTILES



**IHL** % OF EMPLOYEES IN SALARY QUARTILES



# BONUS RECIPIENTS AND PAY GAPS

Gender bonus pay gaps take into account bonuses paid to “relevant employees” who were employed in our business on 5 April 2022. This table shows the proportion of employees who received a bonus in the 12 months prior to 5 April 2022.

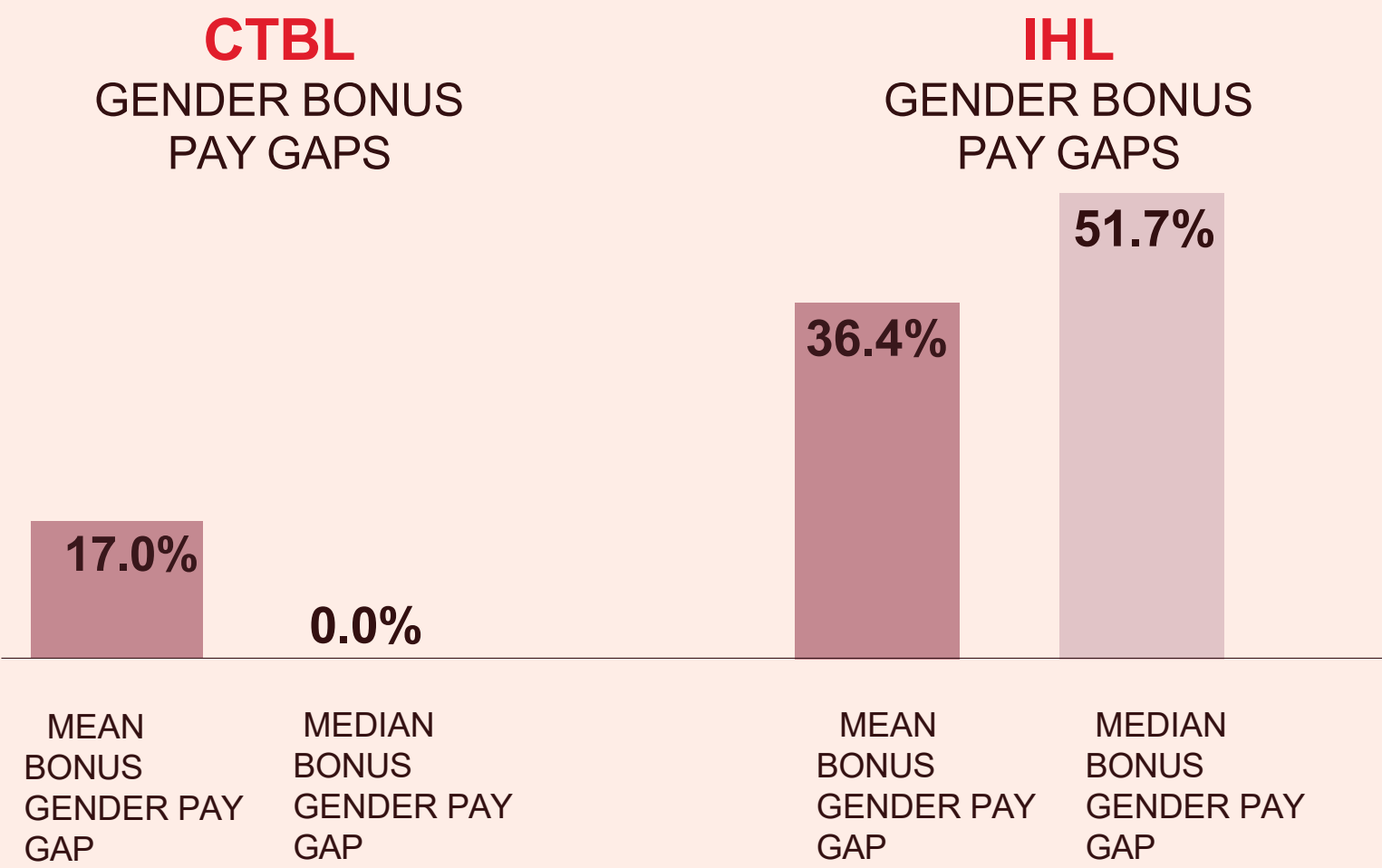
We are proud that, despite a challenging economic outlook, the vast majority of our CTBL employees received bonuses in the reporting year. At CTBL, slightly more female employees received a bonus than male employees. This is because bonuses at CTBL include sales incentives and commission, which are more usually awarded to our teams in customer-facing roles which make up the majority of our staff in our lowest-paid quartiles. Because we employ more men in more senior roles which are not customer-facing, they have fewer opportunities to earn a bonus.

At IHL, a greater proportion of male employees received a bonus than female employees. Our bonus, which was paid in March 2022, relates to performance throughout 2021, and is payable for those who joined the business before October 2021. This year, we had 137 new starters between October 2021 and April 2022 who were not eligible for bonus, 85% of which were women.

- The CTBL chart shows that, on average, male employees received higher bonuses than female employees. This is because of a very small number of male employees that receive high bonuses, which skews the overall average for male employees towards the higher end of bonus payouts. However, we are pleased to report that the median gender bonus pay gap is 0%.
- The IHL chart shows that, on average, men received a higher bonus than women, and the median gap also favours men. As noted above, whilst our IHL workforce is predominantly female, our male employees tend to work in higher paying, competitive industries areas such as Tech. As a result, we have a small number of male employees that are employed in more senior and/or specialist roles compared with our female employees. This leads to a gap in favour of men in the “mean” calculation, as a higher proportion of male employees have roles which attract some of our largest bonuses. The “median” gap reflects that we have fewer men in our more junior roles which attract smaller bonuses.

## SECTION 5

ENTITY	MALE EMPLOYEES	FEMALE EMPLOYEES
CTBL	95.2%	97.5%
IHL	78.3%	69.5%



The charts show the mean and median gender bonus pay gaps for CTBL and IHL.



## SECTION 6

# CHARLOTTE TILBURY COMMITMENT

Charlotte Tilbury Beauty is a global beauty and tech platform that is committed to our responsibility as an employer to empower people to feel like the most beautiful, confident version of themselves. We do this by giving our teams the tools and supportive environment that they need to begin, grow and succeed in their careers. Our staff survey data gives us a Net Promoter score of 47, placing us in the top 25% of employers in the Consumer industry. We are committed to continuing to execute our DE&I strategy, promoting diversity and inclusion for the benefit of all our employees and customers.



*I confirm that the information contained in this report is accurate.*

Demetra Pinsent

Chief Executive Officer

