

# Gender Pay Report 2024/25 – A snapshot from April 2024



Comfy Group's 2024/2025 gender pay gap report celebrates the continuing trend of closing our gender pay gap, further demonstrating the impact that our commitment to diversity, equality and inclusivity is having in our workplace. Since the Comfy Group started their gender pay gap reporting 9 years ago, we have reported a steady decrease in the mean gender pay gap, from a starting point of **+16.9% (2016)** in favour of males, to its newly published rate of **+1.42%**. The median gender pay gap stands at **+5.08%** and whilst slightly higher than the mean and last year's **+4.8%**, the overall trend also shows a similar reduction over time. This data is even more significant when compared to the mean gender pay gap for full time employees in the Northwest (**+7% in 2024**), and within our sector (**+13.4%**).

In the 12 months preceding April 2024, bonus payments were paid to all employees, *subject to a 6-month qualifying service*, to thank all our colleagues for their exceptional efforts during another demanding and successful year. We are proud to record that there is no median bonus gap, recorded at **0%**, and the mean bonus gap is **-44.2%** in favour of women an increase on last year's **-9.3%**. We can also report, that during the specified period, **92%** of males and **87%** of females received a bonus.

In an industry that has been traditionally male dominated, we remain fully committed to improving our gender diversity at all levels within Comfy Group. This year, we reported 35% of females in the upper pay quartile and 39% of females in the lower pay quartile and an increase of females in the upper middle quartile but we know more can be done. Our aim is to increase the overall number of female colleagues across the entire organisation, in every pay quartile.

	LOWER		LOWER MIDDLE		UPPER MIDDLE		UPPER	
	23/24	24/25	23/24	24/25	23/24	24/25	23/24	24/25
MALE	64.40%	61.0%	62%	66.70%	74%	68%	63.80%	65%
FEMALE	35.60%	39.0%	38%	33.30%	26%	32%	36.20%	35%

This report sets out the narrative to explain our Gender Pay Gap, which shows the calculated differences between amounts paid to men and women at the snapshot date of April 2024 and the 12 months preceding for the bonus reporting. I confirm the data reported is accurate. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Comfy Group has prepared its gender pay gap results and published them in line with Gender Pay Gap Reporting mandatory requirements.

**Bob Moryousset**  
**Chief Executive**