

Gender Pay Gap Report 2025 - Snapshot Date: 5 April 2025

Gender Pay Gap Results

Mean gender pay gap	3.01%
Median gender pay gap	2.21%
Mean bonus gender pay gap	0.36%
Median bonus gender pay gap	0.00%
Percentage of male employees receiving bonus	88.9%
Percentage of female employees receiving bonus	92.0%

Quartile Distribution

Upper Quartile	64.1%	35.9%
Upper Middle Quartile	71.9%	28.1%
Lower Middle Quartile	64.1%	35.9%
Lower Quartile	66.1%	33.9%

Supporting Information

The gender pay gap measures the difference between the average hourly earnings of men and women across the organisation.

For this reporting period, Comfy Quilts' mean gender pay gap is **3.01%** and the median gender pay gap is **2.21%**, indicating a relatively small difference in average hourly pay between male and female employees across the organisation.

Bonus participation remains high across the workforce, with **88.9%** of male employees and **92.0%** of female employees receiving bonus payments during the reporting period. In the 12 months preceding April 2025, bonus payments were made to all employees with at least six months' qualifying service, to thank all our colleagues for their exceptional efforts during the year.

We are proud to record there is no median bonus gap, recorded at **0%**, and the mean bonus gap is **0.36%**. In the previous reporting year, the mean bonus gap showed a significant difference in favour of female employees due to a substantial performance-related bonus paid to a senior female leader. Because bonuses are linked to performance and business results, individual payments can significantly influence the mean bonus gap in any given year.

Many operational roles within the organisation are structured around defined job roles with standardised rates of pay above the National Minimum Wage. Employees performing the same role receive the same rate of pay, ensuring consistency and fairness regardless of gender.

The organisation's gender pay gap remains relatively small compared with national benchmarks. According to the Office for National Statistics, the UK median gender pay gap for full-time employees was approximately 6.9% in 2025. In the manufacturing sector, the gap is estimated to be around 15.9%. With a mean pay gap of 3.01%, the organisation's results remain significantly below both the national and sector averages.

In an industry that has been traditionally male dominated we remain committed to improving our gender diversity at all levels and promoting fairness, equality and transparency in pay practices.

Statement of Accuracy

I confirm that the information contained in this report is accurate and has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Bob Morayoussef
Chief Executive
Comfy Quilts