

A man and a woman are sitting in an office, looking at a tablet together. The man is on the left, wearing a blue striped shirt, and the woman is on the right, wearing a brown cardigan over a striped shirt. They are both smiling and appear to be engaged in a discussion. The background shows a modern office environment with desks and chairs.

# GENDER PAY GAP

Report Summary 2025





## What is the Gender Pay Gap?

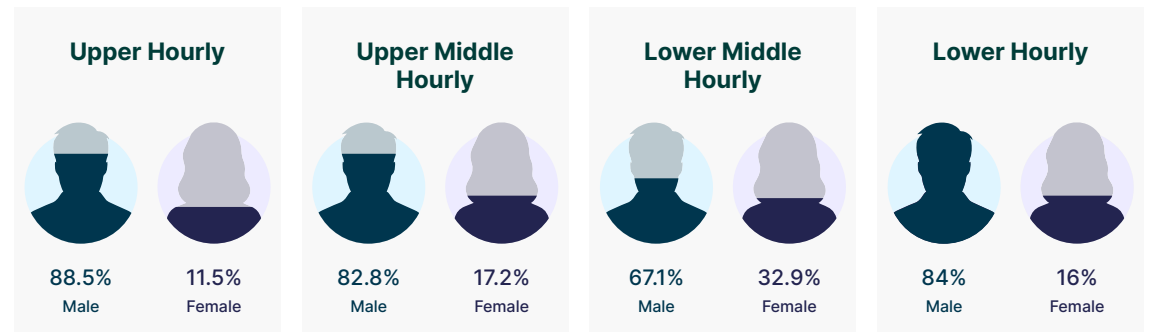
The Gender Pay Gap represents the average difference in earnings between men and women across all roles within the organisation. It takes into account every job type within the Group, each with its own pay structure and salary banding. Following government guidance, we calculate both the Mean (average) and Median (mid point) hourly pay, as well as the Mean and Median for bonus payments.

It is important to note that the Gender Pay Gap is not the same as equal pay.

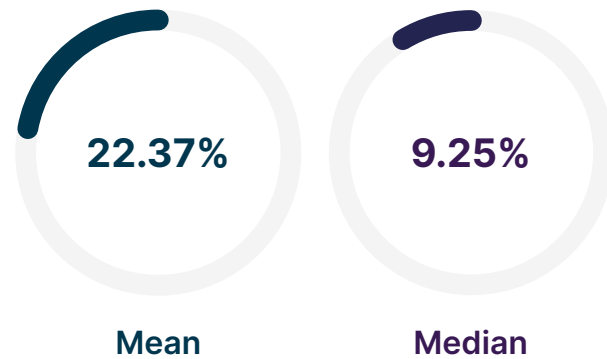
We remain committed to ensuring that individuals in comparable roles receive equal pay for equal work. Because our industry has traditionally been male dominated, there is a well documented imbalance in representation, both within our business and across the wider sector. As a result, a greater proportion of men occupy higher paid positions, which increases the overall average pay for men. We continue to focus on attracting more women into all areas of the business to help redress this imbalance, acknowledging that achieving true gender balance in both representation and pay will take time.

## 2025 Chorley Group Pay Quarters:

This shows the percentage of men and women in each of the 4 pay bands.

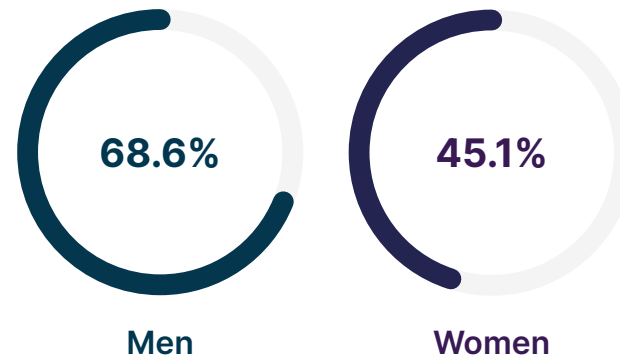


### Gender Pay Gap for Hourly Pay

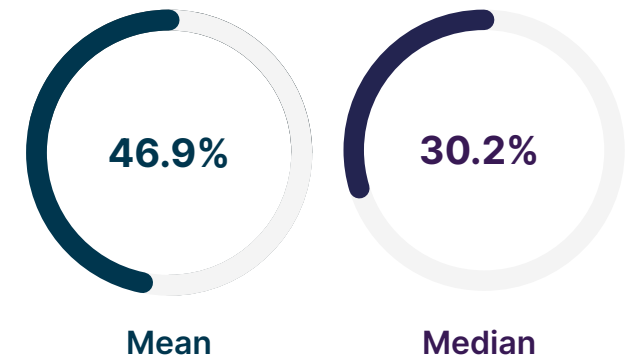


This represents just £1.45 an hour in pay difference at the mid-point of the hourly rates paid to men and women, including monthly bonus payments.

### Men and Women Receiving Bonus Payments



### The Gender Pay Gap for Bonus Pay



This is the difference in monetary value in the bonus payments paid to men and women.



## Addressing The Gap

At our snapshot date in April 2025, females made up 20.28% of our team which is comparative to 2024's numbers. As 2025 has progressed, more females have been recruited into technical and sales roles, with female apprentices forming a strong cohort of new talent coming through into the industry.

There has been a significant reduction in the median pay gap this year, highlighting the near equality of the pay for both men and women across the business. This is affected by some bonus payments for traditionally male dominated roles however we anticipate this will continue to level out with the positive recruitment which is taking place.

Our highest paid roles continue to be those in sales and management, and at the snapshot date we had **23% of senior roles being undertaken by women**. This is an increase on 2024 from 16%, demonstrating success in ensuring opportunities for all are available in the business. Each role has its own salary band and commission structure, if applicable, irrespective of the gender of the employee, and we are confident that all roles are paid equally, fairly and consistently.

Whilst recruitment within Chorley Group has always been a fair process, widening channels for advertising has encouraged more people of different backgrounds to apply for roles that they traditionally may not have considered, and work is continuing in schools and colleges to broaden knowledge of what is available in the industry.

*Adash Turner*

**CHORLEY**  
GROUP