LOUNGERS

Gender Pay Gap Report 2025

Loungers UK Limited

loungers.co.uk

Introduction

In accordance with gender pay gap reporting regulations we are publishing our statistics for 2025.

The statistics are based on the prescribed snapshot date of 5th April 2025. For comparison purposes, we've included the statistics from the prior year which was on the snapshot date of 5th April 2024.

Understanding the Gender Pay Gap

- The **gender pay gap** measures the difference in average mean earnings between men and women across an organisation as a whole, regardless of their job role, function or how senior they are.
- Gender pay gap reporting helps organisations, including Loungers, to better understand broader workforce dynamics, such as the representation of men and women at different levels of seniority, which can influence overall pay outcomes.
- A **gender pay gap does not indicate paying men and women differently for the same work**. The presence of a gap reflects the overall structure of the workforce rather than differences in pay for individuals doing the same work.
- Paying men and women equally for doing the same or substantially similar work is a legal requirement. At Loungers we ensure we comply with this legislation at all times.

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UK gender pay gap definitions

UK legislation requires companies to report on six specific gender pay gap metrics and sets out detailed guidance on how each must be calculated.

Definitions of these metrics are outlined below:

Pay quartiles

The distribution of employees into four equal groups based on hourly pay, showing the proportion of men and women within each quartile from lowest to highest paid.

Mean pay gap

The percentage difference between the average hourly earnings of men and women, expressed relative to men's earnings.

Median pay gap

The percentage difference between the hourly earnings of the median (middle) man and median woman when ranked from lowest to highest paid, expressed relative to men's earnings.

Proportion receiving a bonus

The percentage of male and female employees who received bonus pay in the 12 months up to the snapshot date.

Mean bonus pay gap

The difference between the average (mean) bonus pay received by men and women, calculated by adding all bonus payments for each group and dividing by the number of employees in each group.

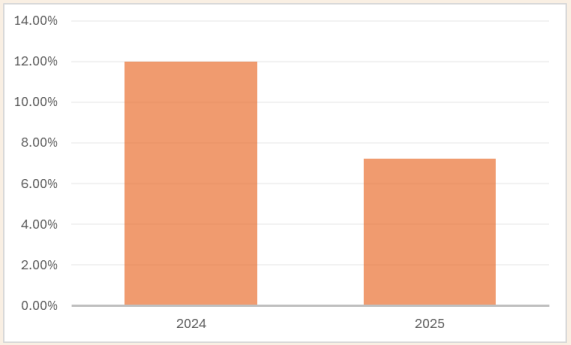
Median bonus gap

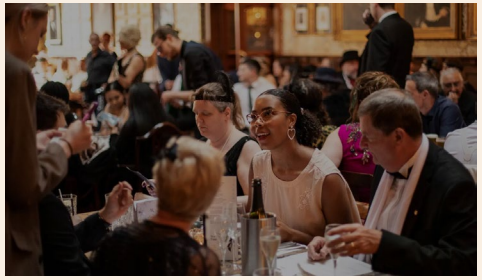
The difference between the median (middle) bonus pay received by men and women, calculated by ordering bonus payments from lowest to highest for each group and comparing the middle value in each, expressed as a percentage.

Mean pay gap

7.23% (2024: 12%)

While a mean pay gap exists, We are confident that men and women are paid equally for performing the same or similar work, and, as is the case for many organisations, the gap is primarily driven by a higher proportion of senior, higher-paid roles currently held by men.



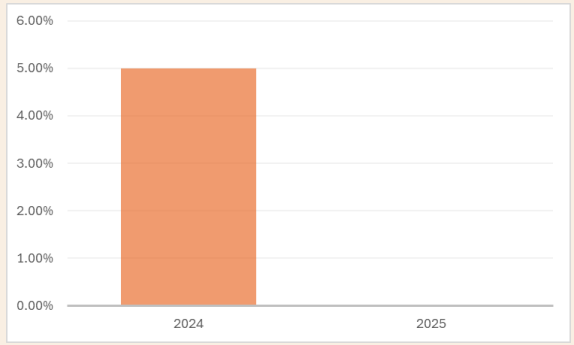


Median pay gap

0% (2024: 5%)

Our Median pay gap means there is no difference between what the ‘middle man’ and the ‘middle woman’ are paid.

Increases in the National Minimum Wage and Living Wages effective 01 April 2025 have contributed significantly to reduction in this gap.



Mean bonus gap

Including Shares:

76.9%

Not including Shares:

59.44% (2024: 54%)

Median bonus gap

Including Shares:

86.73%

Not including Shares:

81.63% (2024: 51%)

Following the sale of Loungers in February 2025, applicable share awards vested and were paid to employees through Loungers payroll which falls within the GPGR reference period. As share ownership was concentrated among senior leaders, who are predominantly male, these payments had a significant impact on the mean bonus figures and disproportionately influenced the gender bonus pay gap.

Because this was a one-off event, we've also provided a more comparable view of underlying bonus pay, excluding these share awards.

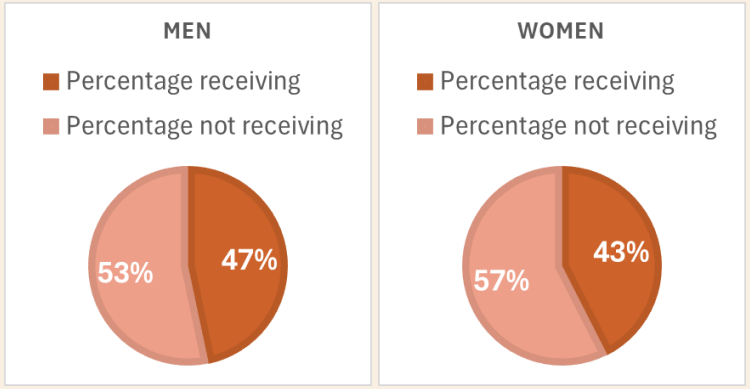
While this additional metric is not required under UK gender pay gap legislation, we believe it offers a more constructive view of Loungers' progress in addressing the gender pay gap.

Consistent with the mean pay gap, the primary driver of the bonus pay gap, excluding one-off share awards, remains the overall structure of our workforce, with a higher proportion of men in the most senior roles, where bonus opportunity is greater.

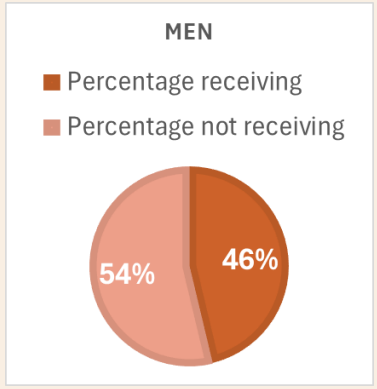
Proportion Receiving A Bonus

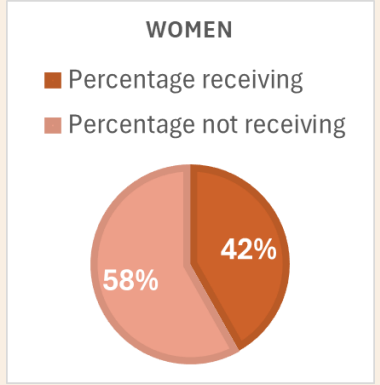
We are confident that men and women performing equivalent roles have equal access to bonus opportunities, as reflected by the similar proportions of each who are eligible. We remain focused on improving representation through our recruitment practices and succession planning, while focusing on maintaining a culture where anyone feels like they have the opportunity to develop, should they want to; In our last engagement survey in January 2026, on the statement 'I feel accepted and can be myself', those who answered 'agree' and 'strongly agree' was 85%

2025 (with shares):

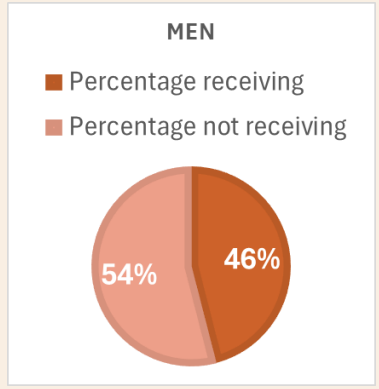


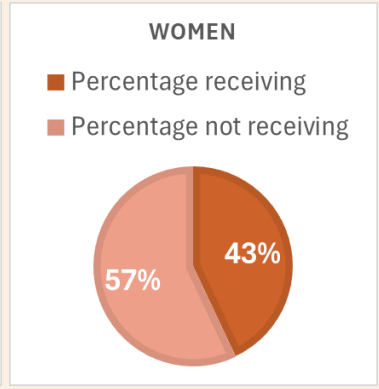
2025 (without shares):





2024:



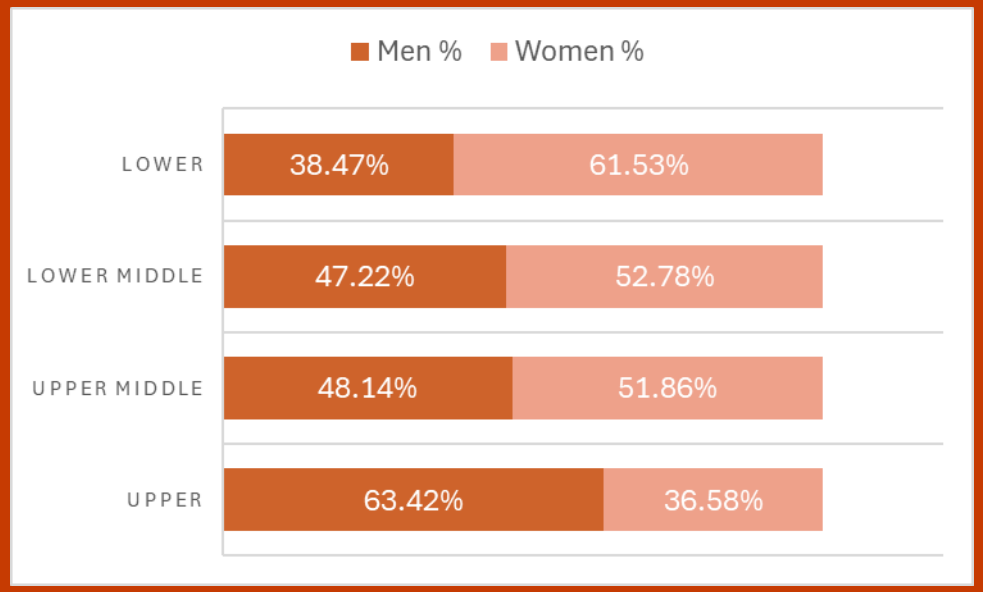


Proportion of men and women in each quartile

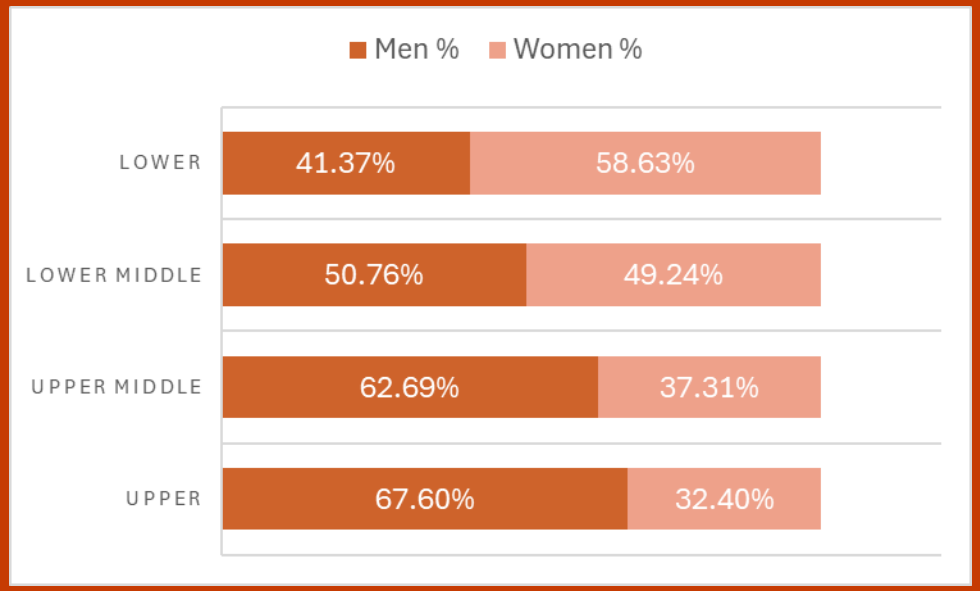
The reason there is a significantly higher % of women in the lower quartile (“LQ”), is because of the structure of our employee base, with a higher mix of front of house roles than back of house roles in the LQ (74%) and more of these front of house roles in the lower quartile are held by women (72%).

Typically, our entry pay rates for back of house roles (which are kitchen-based roles) are higher than those for front of house roles because of industry challenges in the recruitment of Chefs, and this is what creates the statistic that there is a smaller percentage of men in the LQ.

2025



2024



At Loungers, we are not complacent about the findings of this analysis and recognise there is more to do.

We remain committed to reducing the gender pay gap by continuing to review our practices and identify opportunities for improvement.

We are focused on supporting women at all stages of their careers, strengthening our talent pipeline, and promoting greater representation in senior roles, while fostering an inclusive culture where everyone can thrive and reach their full potential.

Guy Youll
Chief People Officer
April 2026