

Gender Pay Gap (GPG) Report – April 2022

The following represents the GPG information in respect of Swallowcourt Limited (and therefore its parent entity, Swallowcourt Holdings Limited) as at 5 April 2021.

Gender Pay Gaps:

Difference between male and female	
Mean pay	-6%
Median pay	-1%

Gender Bonus Gaps:

Difference between male and female	
Mean bonus payments	-78%
Median bonus payments	33%

Proportion of employees receiving a bonus	
Male	6%
Female	1%

Salary quartiles:

	Male	Female	Total
Quartile D (Upper)	14 20%	57 80%	71
Quartile C (Upper middle)	13 19%	57 81%	70
Quartile B (Lower middle)	11 16%	58 84%	70
Quartile A (Lower)	20 29%	50 71%	70
Total	58	222	281