

Gender Pay Gap (GPG) Report – April 2023

The following represents the GPG information in respect of Swallowcourt Limited (and therefore its parent entity, Swallowcourt Holdings Limited) as at 5 April 2022.

Gender Pay Gaps:

Difference between male and female (%)	
Mean pay	-6%
Median pay	-4%

Gender Bonus Gaps:

Difference between male and female (%)	
Mean bonus payments	0%
Median bonus payments	0%

Proportion of employees receiving a bonus (%)	
Male	100%
Female	100%

Salary quartiles:

	Male	Female	Total
Quartile D (Upper)	14 23%	46 77%	60
Quartile C (Upper middle)	9 15%	51 85%	60
Quartile B (Lower middle)	16 27%	44 73%	60
Quartile A (Lower)	16 27%	44 73%	60
Total	55	185	240