

## Gender Pay Gap (GPG) Report – April 2025

The following represents the GPG information in respect of Swallowcourt Limited (and therefore its parent entity, Swallowcourt Holdings Limited) as at 5 April 2024.

### *Gender Pay Gaps:*

Difference between male and female (%)	
Mean pay	-4%
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	0%
Female	0%

### *Salary quartiles:*

	Male	Female	Total
Quartile D (Upper)	13 32%	45 68%	57
Quartile C (Upper middle)	9 35%	47 65%	57
Quartile B (Lower middle)	20 35%	37 65%	57
Quartile A (Lower)	18 32%	39 68%	57
Total	60	168	228