

Gender Pay Gap (GPG) Report – April 2024

The following represents the GPG information in respect of Swallowcourt Limited (and therefore its parent entity, Swallowcourt Holdings Limited) as at 5 April 2023.

Gender Pay Gaps:

Difference between male and female (%)	
Mean pay	-9%
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)	10 17%	50 83%	60
Quartile C (Upper middle)	12 20%	47 80%	59
Quartile B (Lower middle)	18 31%	41 69%	59
Quartile A (Lower)	21 36%	38 64%	59
Total	61	176	237