

Gender Pay Gap (GPG) Report – April 2018

The following represents the GPG information in respect of Swallowcourt Limited (and therefore its parent entity, Swallowcourt Holdings Limited) as at 5 April 2017.

Gender Pay Gaps:

Difference between male and female	
Mean pay	11%
Median pay	-5%

Gender Bonus Gaps:

Difference between male and female	
Mean bonus payments	110%
Median bonus payments	-11%

Proportion of employees receiving a bonus	
Male	9%
Female	2%

Salary quartiles:

	Male	Female	Total
Quartile D (Upper)	18 24%	58 76%	76
Quartile C (Upper middle)	14 18%	62 82%	76
Quartile B (Lower middle)	22 29%	55 71%	77
Quartile A (Lower)	20 26%	57 74%	77
Total	74	232	306