

Gender Pay Gap (GPG) Report – April 2019

The following represents the GPG information in respect of Swallowcourt Limited (and therefore its parent entity, Swallowcourt Holdings Limited) as at 5 April 2018.

Gender Pay Gaps:

Difference between male and female	
Mean pay	3%
Median pay	-2%

Gender Bonus Gaps:

Difference between male and female	
Mean bonus payments	N/A
Median bonus payments	N/A

Proportion of employees receiving a bonus	
Male	0%
Female	0%

Salary quartiles:

	Male	Female	Total
Quartile D (Upper)	19 26%	53 74%	72
Quartile C (Upper middle)	16 22%	56 78%	72
Quartile B (Lower middle)	18 25%	54 75%	72
Quartile A (Lower)	25 35%	47 65%	72
Total	78	210	288