



**SWIFT**

# GENDER PAY GAP REPORTING 2020

Swift Group Ltd strives to have a diverse and dynamic workforce. This is the Company's gender pay gap report for the snapshot date of 5 April 2019, at this point Swift Group Ltd employed 1102 employees and 107 of them were women.

## Pay information

### Mean Gender Gap

15.23%

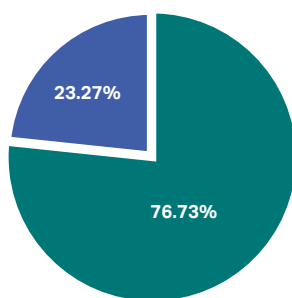
### Median Gender Gap

22.47%

## Bonus Payment

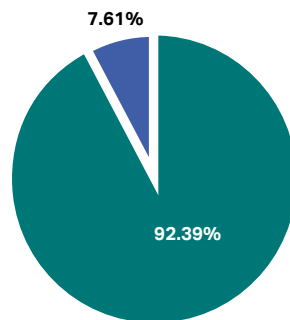
Not applicable, the Company does not pay bonus payments

## Proportion of men and women in each quartile band



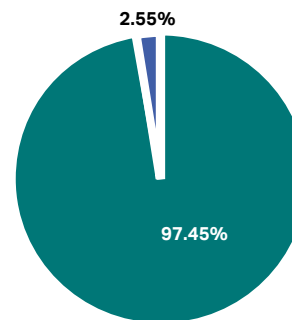
**Band A**

Includes all employees whose standard hourly rate places them at or below the lower quartile



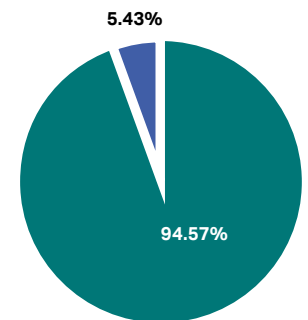
**Band B**

Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median



**Band C**

Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile



**Band D**

Includes all employees whose standard hourly rate places them above the upper quartile



The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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## Encouraging women into manufacturing

- Swift have undertaken several initiatives to encourage women into manufacturing and engineering, including apprenticeships and being one of the four founding members of WiME (Women in Manufacturing and Engineering – Yorkshire & Humber Region). Working in conjunction with WiME, we are still active in promoting careers in our region for women in manufacturing and engineering.
- We work actively with schools in the Hull and East Riding areas to promote careers and have joined with the careers and enterprise council. This enables us to demonstrate the breadth of roles our industry can offer to females and enable us to support local community and schooling projects.

Swift Group Ltd is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

I, James Turner, Managing Director, confirm that the information in this statement is accurate.

Signed:



January 2020

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