

3 April 2024

Swisslog (UK) Limited
Gender Pay Gap Report 2023-2024

1. Percentage of men and women in each hourly pay quarter

	% Male	% Female
Lower hourly pay quarter	73%	27%
Lower middle hourly pay quarter	94%	6%
Upper middle hourly pay quarter	87%	13%
Upper hourly pay quarter	81%	19%

2. Mean (average) gender pay gap using hourly pay

Women at Swisslog are paid 8.31% less than men.

3. Median gender pay gap using hourly pay

Women in Swisslog are paid 6.03% less than men

4. Percentage of men and women receiving bonus pay

	Total Employees	Number Receiving Bonus	% Receiving a Bonus
Men	239	117	49%
Woman	46	20	43%
Total employees	284	137	48%

5. Mean (average) gender pay gap using bonus pay

Women at Swisslog are paid 5.68% more in Bonus than men.

6. Median gender pay gap using bonus pay

Men in Swisslog receive 64.96% less bonus pay than Women.

I confirm that the information set out in this gender pay gap report is accurate and calculated in accordance with the Regulations.



James Sharples
Managing Director