

31 March 2023

Swisslog (UK) Limited
Gender Pay Gap Report 2022-2023

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

	Male	Female	% Male	% Female
Lower hourly pay quarter	45	18	71%	29%
Lower middle hourly pay quarter	56	6	90%	10%
Upper middle hourly pay quarter	57	6	90%	10%
Upper hourly pay quarter	54	8	87%	13%
Total employees	212	38	85%	15%

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

Women at Swisslog are paid 17.02% less than men.

3. Median gender pay gap using hourly pay.

Women in Swisslog are paid 24.5% less than men.

4. Percentage of men and women receiving bonus pay.

	Total Employees	Number Receiving Bonus	% Receiving a Bonus
Men	213	99	46%
Women	39	21	54%
Total employees	250	120	48%

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

Women at Swisslog are paid 9.26% less in Bonus than men.

6. Median gender pay gap using bonus pay.

Men in Swisslog receive 71.69% 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