

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%

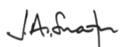
**5. Mean (average) gender pay gap using bonus pay**

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**