

Swift UK & Ireland

Supportive Statement on Gender Pay Gap Reporting

At Swift we are dedicated to fostering an inclusive and equitable workplace environment where all employees have equal opportunities to thrive and succeed. As part of our dedication to transparency and accountability, we acknowledge the importance of identifying and then addressing the gender pay gap. UK companies with 250 or more employees are legally required to calculate and report their gender pay gap figures. In the case of our Swift UK and Ireland office, this is the first-year reporting as we reached the employee threshold in April 2023.

The gender pay gap refers to the difference between the average earnings of men and women, expressed as a percentage of men's earnings. This disparity may arise due to various factors including differences in roles, responsibilities, and societal biases. It is a measure across all jobs within the company. Note that gender pay gap is not the same as unequal pay. Unequal pay occurs when employees are paid differently for the same job without justification linked to skills, qualifications, or tenure.

As part of our pledge to transparency, please find below our 2023 gender pay gap report figures:

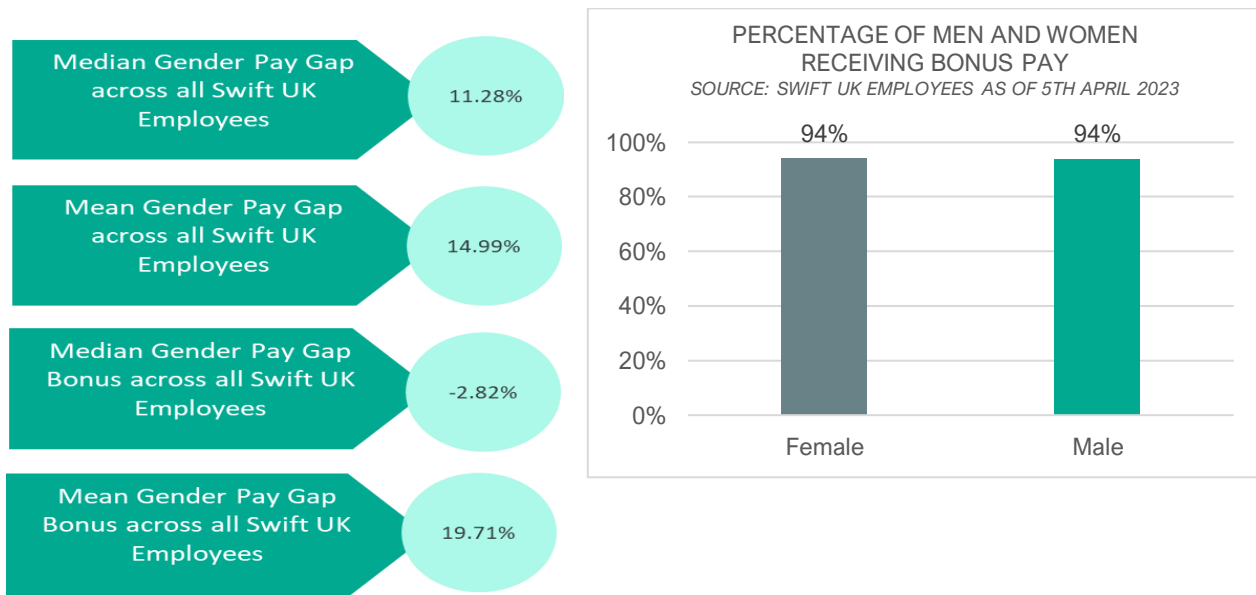
Employee Population of Swift UK as per 5 April 2023 per pay quartile		
Quartiles	Female	Male
1 (Low)	52.31%	47.69%
2 (Low to Medium)	33.85%	66.15%
3 (Medium to High)	30.77%	69.23%
4 (High)	28.13%	71.88%
Grand Total	36.29%	63.71%

The above table shows the distribution of men and women across each pay quartile. The four pay quartiles are created by dividing the total number of full-pay relevant employees into four equal parts from lowest paid (lower hourly pay quartile) to highest paid (upper hourly pay quartile).

The below data shows the difference between the average (mean) and median hourly pay levels of all female employees compared to all male employees, irrespective of their role or level within the organization. Expressed both for fixed pay and variable bonus pay.

This is communicated as a percentage of male employees' average pay.

The below table shows the percentage of men and women who received variable (bonus) pay.



We consider gender pay parity moral imperative. By promoting fairness and equality in pay, we not only enhance the well-being and satisfaction of our employees but also contribute to building a more just and equitable society.

Our dedication to gender pay equity is reflected in our ongoing efforts to analyse and understand the underlying factors contributing to any disparities in pay between genders within our organization. Through thorough data collection and analysis, we understand that in order to close the gender pay gap we need to foster learning opportunities and provide leadership opportunities for individuals to grow their career. We aim to implement strategies to promote fairness and equality in compensation practices. through several initiatives shared below:

- We have set a gender company target to fill leadership roles with at least 40% women annually
- Flexible working arrangements, including up to 2-3 days working from home
- Enhanced Parental Leave
- Mentorship Programs, including a new program partnership with Stratos Academy
- Internal mobility is recognized as one of the key cultural differentiators within our organization, providing learning opportunities to grow careers.

We have embarked on a journey towards achieving greater gender parity within our workforce. We are dedicated to creating an environment where all our employees are compensated fairly for their contributions, irrespective of their gender. To this end, we have put in place measures to regularly monitor our progress towards closing the gender pay gap.

Thank you for your ongoing support as we work towards creating a workplace where diversity is celebrated, and everyone has the opportunity to reach their full potential.

I confirm that the data in this report is accurate.

Birgitte Oerlemans
HR Core manager EMEA