



Gender Pay Gap Reporting

Swift Employment Solutions Ltd (SES) is required by law to publish an annual report detailing the pay gap between its male and female employees, expressed as a percentage of male earnings. This is the company's report for the snapshot date of 5 April 2024.

Gender pay gap

- The mean gender pay gap for SES is 78.7%
- The median gender pay gap for SES is 70.2%
- SES does not pay bonuses.

Quartile Reporting

QUARTILE	MALES	FEMALES
Lower quartile	21.7%	78.3%
Lower middle quartile	22.9%	77.1%
Upper middle quartile	34.6%	65.4%
Upper quartile	59.4%	40.6%

Written Statement

SES employs temporary workers across various sectors. The salaries it is able to pay its employees are based on the rates it receives from the temporary work agencies for our employees' assignments. These rates are agreed by the temporary workers themselves, when accepting assignments sourced by temporary work agencies. Therefore the information that has been provided should be viewed in this context.

The Director of Swift Employment Solutions Ltd, Thomas Nugent, confirms that the information is accurate as at the time of publishing.