

Swallowfield plc Gender Pay Gap Report 2017

Swallowfield plc is a market leader in the development, formulation and supply of personal care and beauty products, since our origins in 1876.

Service extends from contract manufacturing to full service provision, such as market analysis, creative and design, research and development, sourcing, stock management and distribution. The products that Swallowfield produces for its clients are likely to be found in every home in the UK.

We feel it is crucial that all companies are transparent about their pay policies, as we strive to close the pay gap that exists in the UK today. The current national pay gap shows across the UK that average hourly earnings are 18.1% lower for women than men.

At Swallowfield plc, as a UK employer of more than 250 people, we are pleased to report that our pay gap is significantly less than the national average and we believe that our approach to recruitment, development and pay will continue to support our position. However, we will not become complacent as there are opportunities still to be realised. We have a culture based on continual improvement and so we will continue to focus on improving our gender pay profile. Consistent evaluation of roles using proven tools and processes will be an important aspect.

Gender pay gap **Mean 2.2%** **Median 5.2%**

The data illustrates our mean and median hourly gender pay gap, at the snapshot date of 5th April 2017. We can confirm that men and women are paid equally for doing equivalent jobs with equivalent experience.

Gender bonus gap **Mean 16.9%** **Median 12.8%**

Our gender bonus gap is primarily driven by having more men than women on our leadership team, and these colleagues attract a higher level of bonus. However, at a median level the gap reduces.

Proportion of men and women who received a bonus **Women 82.1%** **Men 81.9%**

Quartile bands

Upper quartile	58% Women 42% Men
Upper middle	39% Women 61% Men
Lower middle	41% Women 59% Men
Lower quartile	49% Women 51% Men



Chris How, Chief executive Officer

12.2.18

Date: