

2021 GENDER PAY REPORT

SWISS POST SOLUTIONS (UK) LTD

Pay and Bonus

Difference between men and women

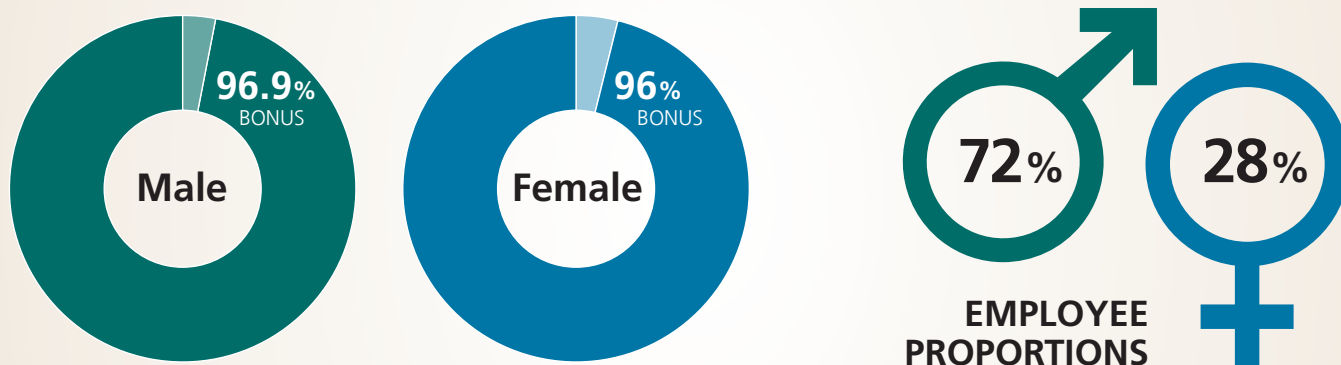
The table shows the overall mean and median gender pay gap based on the two following pay elements:

- Hourly rates of pay as at the required snapshot date, 5 April 2021
- Bonuses paid to men and women in the year up to the snapshot date

	MEAN	MEDIAN
Hourly Fixed Pay	15.3%	7.7%
Bonus Paid	32.1%	0%

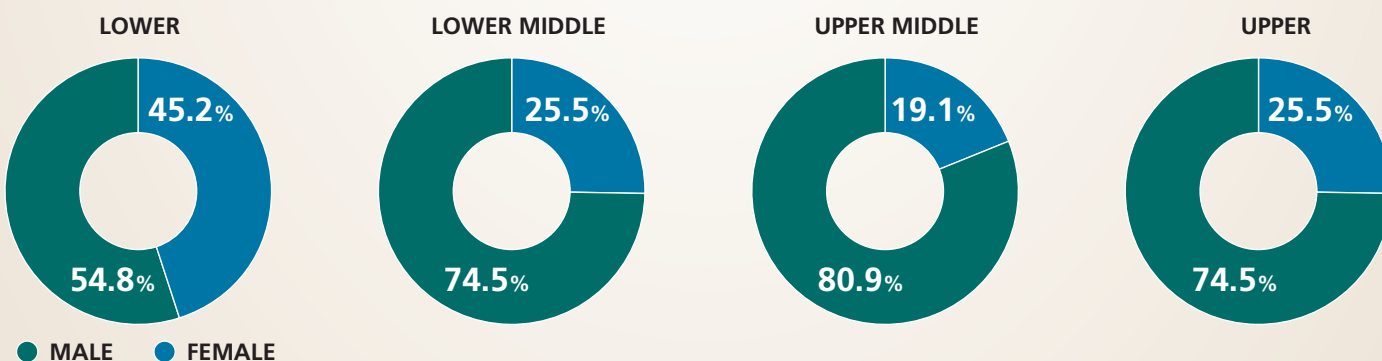
Proportion of men and women paid a bonus

The comparison below shows a 0.9% difference between the share of men and women who received a bonus.



Pay Quartiles

The charts below show the representation between male and females within each pay quartile. The percentage splits are broadly in line with the overall company population of male and females, which as at the snapshot date was 72% male and 28% female.



The detail provided conforms to the reporting requirements and the data provided is accurate.

Gary Harrold
CEO, Swiss Post Solutions (UK) Ltd

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