

PANDORA UK GENDER PAY GAP STATISTICS

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The Mean Gender Pay Gap	Mean GPG	71.88%
The Median Gender Pay Gap	Median GPG	-1.59%
The Mean Bonus Pay Gap	Mean Bonus GPG	91.64%
The Median Bonus Pay Gap	Median Bonus GPG	45.87%
Proportion of Males receiving Bonus	Proportion of Males receiving Bonus	80.77%
Proportion of Females receiving Bonus	Proportion of Females receiving Bonus	79.26%
Lower Quartile Proportion Male	Percentage of Males	9.40%
Lower Quartile Proportion Female	Percentage of Females	90.60%
Lower Middle Quartile Proportion Male	Percentage of Males	10.34%
Lower Middle Quartile Proportion Female	Percentage of Females	89.66%
Upper Middle Quartile Proportion Male	Percentage of Males	6.84%
Upper Middle Quartile Proportion Female	Percentage of Females	93.16%
Upper Quartile Proportion Male	Percentage of Males	12.07%
Upper Quartile Proportion Female	Percentage of Females	87.93%