
PANDORA

UK GENDER PAY GAP STATISTIC 2018

Mean/Median Calculations

The Mean Gender Pay Gap	31,66%
The Median Gender Pay Gap	2,14%
The Mean Bonus Pay Gap	28,49%
The Median Bonus Pay Gap	34,79%

Proportion of women in each pay quartile

Top Quartile	92,10%
Upper Middle Quartile	92,70%
Lower Middle Quartile	93,40%
Lower Quartile	88,80%

Proportion of males and females who got bonus payment

Females	85,71%
Males	76,92%

APPROVED AND SIGNED BY

Kate Walsh, Managing Director Pandora UK & Ireland
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