
PANDORA

UK GENDER PAY GAP STATISTIC 2020

Mean/Median Calculations

The Mean Gender Pay Gap	47,10%
The Median Gender Pay Gap	15,86%
The Mean Bonus Pay Gap	79,76%
The Median Bonus Pay Gap	50,80%

Proportion of women in each pay quartile

Top Quartile	89,16%
Upper Middle Quartile	94,86%
Lower Middle Quartile	97,89%
Lower Quartile	96,68%

Proportion of males and females who received bonus payments

Females	95.68%
Males	85.92%

APPROVED AND SIGNED BY

Rasmus Brix, Managing Director Pandora UK & Ireland
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