

Toyota Motor Manufacturing (UK) Ltd - Gender Pay Report 2018

Toyota Motor Manufacturing (UK) Ltd continually monitor and review equal opportunities and are fully committed to providing an inclusive working environment where all members can reach their full potential, being judged on individual performance and contribution.



Pay and Bonus Gap

	Mean	Median
Hourly Pay	- 7%*	- 4%*

The **mean hourly pay** for women is **7% higher** than that of men

The **median hourly pay** for women is **4% higher** than that of men

	Mean	Median
Bonus	- 16.7%*	1.9%

The **mean bonus pay** for women is **16.7% higher** than that of men

The **median bonus pay** for women is **1.9% lower** than that of men

The above tables show our mean and median hourly gender pay gap and bonus gap as at the snapshot date (i.e. 5th April 2018 (pay) and in the 12 months reference period to 5 April 2018 (bonus)).

Pay Quartiles

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Top Quartile
Men	94.58%	96.74%	97.21%	92.57%
Women	5.42%	3.26%	2.79%	7.43%

The above table illustrates the gender distribution across Toyota Motor Manufacturing (UK) Ltd in four equally sized quartiles. It shows we have a higher proportion of women in the top half of the distribution.

Proportion of employees receiving a bonus



At Toyota Motor Manufacturing (UK) Ltd, all members are eligible to receive a bonus every year and the bonus year runs from April – March and is paid in July. Therefore members hired after March do not receive the bonus in that pay year but do in all future years. Thus, the small gap to 100% is due to members being hired after March '17 (i.e. after the bonus qualifying period) but being included in the snapshot date (5th April 2018).

We confirm that the information and data reported is accurate.

Marvin Cooke
Managing Director

* A negative figure indicate higher pay and bonus for women