

Toyota Motor Manufacturing (UK) Ltd - Gender Pay Report 2019

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%*	- 5%*
The mean hourly pay for women is 7.4% higher than that of men		The median hourly pay for women is 5% higher than that of men
	Mean	Median
Bonus	- 34.5%*	1.6%
The mean bonus pay for women is 34.5% higher than that of men		The median bonus pay for women is 1.6% lower than that of men

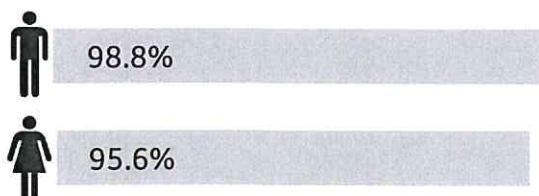
The above tables show our mean and median hourly gender pay gap and bonus gap as at the snapshot date (i.e. 5th April 2019 (pay) and in the 12 months reference period to 5th April 2019 (bonus)).

Pay Quartiles

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Top Quartile
Men	94.36%	96.49%	97.10%	92.52%
Women	5.64%	3.51%	2.90%	7.48%

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. At TMUK, our bonus qualifying period runs from April – March and is paid in the following July. Legislation requires the headcount figures taken at the snapshot date of 5th April 2019 to also be used for the bonus calculation (paid in July 2018). The small gap to 100% is due to some Members being hired after the bonus qualifying period. They will receive a bonus in all future years. The gap is greater for females as we have hired proportionally more of them since the bonus qualifying period.

We confirm that the information and data reported is accurate.

ie. April 17 – March 18 is the bonus qualifying data paid in July 18 therefore, Members hired between April 18 – 5th April 19 are included in the pay/ bonus calculation but would not be eligible to receive a bonus for that year.

Jim Crosbie

Managing Director

* A negative figure indicate higher pay and bonus for women