

Toyota Motor Manufacturing (UK) Ltd - Gender Pay Report 2022

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	- 3.99%*	0.55%

The **mean hourly pay** for women is **3.99% higher** than that of men

The **median hourly pay** for women is **0.55% lower** than that of men

	Mean	Median
Bonus	- 39.35%*	0%*

The **mean bonus pay** for women is **39.35% higher** than that of men

The **median bonus pay** for women is **equal** that of men

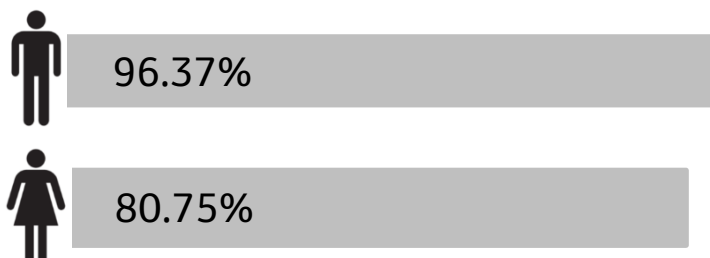
The above tables show our mean and median hourly gender pay gap and bonus gap as at the snapshot date (i.e. 5th April 2022 (pay) and in the 12 months preceding reference period to 5th April 2022 (bonus)).

Pay Quartiles

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Top Quartile
Men	90.84%	95.73%	93.67%	93.04%
Women	9.16%	4.27%	6.33%	6.96%

The above table illustrates the gender distribution across Toyota Motor Manufacturing (UK) Ltd in four equally sized quartiles.

Proportion of employees receiving a bonus



We confirm that the information and data reported is accurate.


Richard Kenworthy
Managing Director

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 2022 to also be used for the bonus calculation (paid in July 2021). 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 women as we have hired proportionally more of them since the bonus qualifying period.

Additional explanatory note: The bonus qualifying period is April 20 – March 21 and the bonus is paid in July 21. Members hired between April 21– 5th April 2022 are included in the pay/ bonus calculation but would not be eligible to receive a bonus for that year (the gap between the number of male and female paid bonus has increased due to the number of women hired in that period)

* A negative figure indicates higher pay and bonus for women