

# Panasonic Manufacturing UK Ltd Gender Pay Gap Report 2019

Gender Pay Gap regulations require all UK legal entities with over 250 employees to publish the following set of data annually. The Gender Pay Gap requirement is designed to look at the difference between the average female and average male, regardless of their role or level within the company. The following data represents a snapshot date of 5th April 2019 (with the Bonus related data reflecting 6th April 2018 – 5th April 2019).



75% Male

## Workforce Profile Overall (400 Employees)



25% Female

## Pay Gap between Men and Women



Median 18.20%

Mean 35.15%

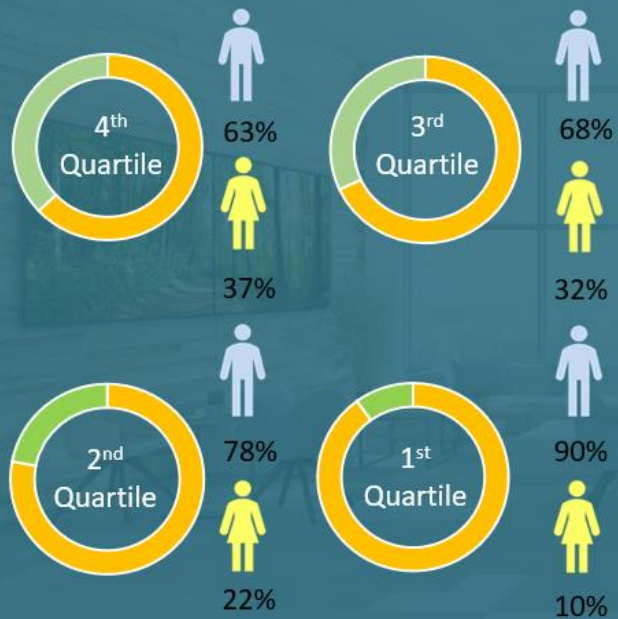
## Bonus Gap Between Men and Women



Median 0%

Mean 97.22%

## Proportion of Men and Women by Quartile Bands



## Proportions of Men and Women Receiving a Bonus



47% of the workforce take part in a bonus scheme

# Panasonic BUSINESS

We will continue to report on our progress and evolve our strategies in an attempt, to close our gender pay gap through the continued promotion of fair policies and practices.

I can confirm that the PMUK gender pay report and all the data contained within is accurate and has been calculated in accordance with The Equality Act 2010 regulations.

**Yasushi Morimoto**  
Managing Director  
Panasonic Manufacturing  
UK Ltd (PMUK)