
PANDORA

UK GENDER PAY GAP STATEMENT 2018

The 2018 gender pay gap statistics for Pandora UK show a mean gender pay gap of 31.66% in favour of men. This is a significant improvement compared to 2017, and the gap looks to further decrease in 2019. The pay gap is due to a skewed gender distribution between stores and offices with predominantly women working in our jewellery stores.

The 2018 pay gap was calculated from a data snapshot April 5th, 2018. The snapshot was impacted by an outgoing male member of senior management, and the gap is therefore likely to narrow further in 2019.

The pay gap is due to a skewed gender distribution between store and office positions. On the date of the snapshot, Pandora employed 556 women and 50 men in the UK. Only 16% of women worked in office positions, where remuneration is typically higher, compared to 28% of men.

	Women	Men	Total
Employees	556 (100%)	50 (100%)	606 (100%)
Employees, store	468 (84%)	36 (72%)	504 (83%)
Employees, office	88 (16%)	14 (28%)	102 (17%)

Snapshot data April 5th, 2018

For 2017, Pandora UK reported a mean pay gap of 71.88%. This figure was heavily impacted by extraordinary remuneration payments at the time of the snapshot.

DIVERSITY ON A GLOBAL SCALE

Globally, Pandora strives to achieve an equal gender representation among our employees and in management. On store level, the nature of Pandora's products and primary target group attract a very high proportion of female applicants (around 90%). Here, an equal gender distribution is currently not realistic, albeit desirable nonetheless. Pandora does encourage and welcome male store staff applicants.

On management level, Pandora targets at least 40% of the underrepresented sex on the Board of Directors and in senior management (members of the Management Board, general managers and vice presidents). At the end of 2018, women made up 43% of the Board of Directors and 30% of senior management. The gender balance on Pandora's leadership programmes should mirror the balance among vice presidents and directors. In 2018, 45% of vice presidents and directors and 49% of leadership programme participants were women.

At Pandora we are committed to equal rights and opportunities, and we base all hiring, promoting and rewarding on merits and behaviour alone. We continuously monitor our pay structures and opportunities for all staff.

APPROVED AND SIGNED BY

Kate Walsh, Managing Director Pandora UK & Ireland
April 4, 2019