



**Foot Locker**

## GENDER PAY GAP REPORT

### Introduction

This report displays the 2017 Gender Pay Gap figures, and supporting narrative for Freedom Sportsline Ltd (T/A Foot Locker UK). The figures have been calculated in accordance with gender pay gap reporting legislation.

10.7% Mean gender pay gap

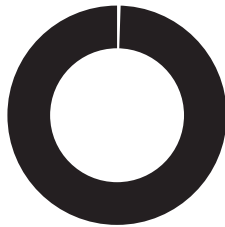
7.1% Median gender pay gap

30.6% Mean gender bonus gap

22.5% Median gender bonus gap

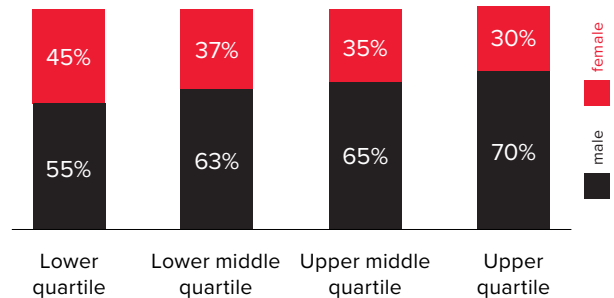


99% of females received a bonus payment



99% of males received a bonus payment

Proportion of males and females in each pay quartile



### Results

Gender pay gap is the difference between the average pay of our male and female associates in England, Scotland and Wales.

In April 2017, our mean gender pay gap was 10.7% (7.1% in median) and our mean gender bonus gap was 30.6% (22.5% in median).

The mean gender pay gap for our store associates was 7.7% (7.2% in median).

The proportion of both females and males who received bonus pay during the reference period was 99%; reflecting our broad incentive eligibility.

The proportion of males and females in each pay quartile is calculated by ranking associates by hourly pay, dividing into four parts, and calculating the percentage of males and females in each quartile.

### Closing the Gap

As a global retailer, people constitute our most important asset and it is our commitment to provide equal opportunities for all. To that end, we monitor representation and pay through core people processes that include:

- A review of global gender and diversity representation in management roles and at key moments of career advancement
- A review of the representation of women in store management positions across our European stores

I confirm the information in this statement is accurate

Ben Boylan  
Regional Director, Human Resources