



Foot Locker

GENDER PAY GAP REPORT

Introduction

This report displays the 2019 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.

7.4% Mean gender pay gap **6.8%** Median gender pay gap **30.7%** Mean gender bonus gap **29.4%** Median gender bonus gap

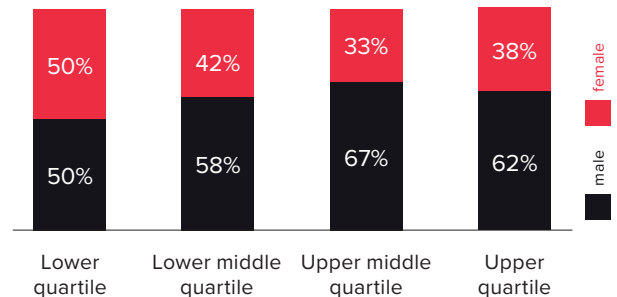


97.6% of females received a bonus payment



97.5% of males received a bonus payment

Proportion of males and females in each pay quartile



Gender Pay Gap

In April 2019, our mean gender pay gap was 7.4% (6.8% in median), compared to 15.1% (8.7% in median) in 2018. This substantial reduction is attributable to an increase in the proportion of female Store Managers and Assistant Store Managers, along with an increase in the proportion of female management in our larger stores.

Our progress is most evident when the Store Manager population is viewed in isolation. The mean gender pay gap

for this group was just 1% (-0.5% in median); compared to 4.5% (2.8% in median) in 2018.

Despite seeing a reduction in our median pay gap, progress has not been as dramatic as with the mean. This is because the increase in our total female headcount is predominately within sales associate roles. Subsequently the proportion of females within the lower and lower middle pay quartiles has increased compared to 2018.

Bonus Pay Gap

In April 2019, our mean bonus pay gap was 30.7% (29.4% median), compared to 29.2% (35.8% in median) in 2018. Our mean bonus pay gap has slightly increased compared to 2018, which was largely attributable to a disproportionate amount of female store management being hired within the reference period, and therefore a full year's bonus earnings not being included within the calculations.

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 throughout 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.

It is through this continued focus that we will strive to positively impact upon the causes of our gender and bonus pay gap.

I confirm the information in this statement is accurate

Ben Boylan
Regional Director, Human Resources