



**Foot Locker**

## GENDER PAY GAP REPORT

### Introduction

This report displays the 2020 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.

9.1% Mean gender pay gap    12.7% Median gender pay gap    29.3% Mean gender bonus gap    26.5% Median gender bonus gap

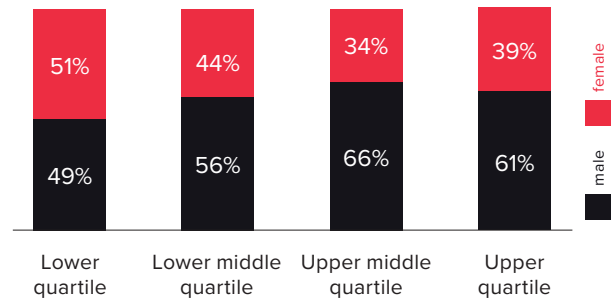


98% of females received a bonus payment



98.2% of males received a bonus payment

Proportion of males and females in each pay quartile



### Gender Pay Gap

In April 2020, our mean gender pay gap was 9.1% (12.7% in median), an increase compared to 2019.

Most of our Store Team Members were Furloughed during this time and received payments in accordance with the Furlough Scheme calculations, plus additional top up payments. Given this, it is challenging to make firm conclusions from this year's gender pay gap data.

Despite modest increases in female representation across all pay quartiles, the main driver of our pay gap continues to be the under representation of females within Store Manager and senior non store roles. Addressing this continues to be the biggest opportunity for us.

### Bonus Pay Gap

In April 2020, our mean bonus pay gap was 29.3% (26.5% median), a slight decrease compared to 2019. Again, given the anomalies present within 2020's data, making firm conclusions is challenging. However, the driver of our bonus pay gap continues to be the underrepresentation of females amongst our highest incentive earners.

We anticipate that recent changes to our store incentives scheme will contribute to reducing our bonus pay gap, but we must compliment these changes with increasing the proportion of females in the upper pay quartiles.

### 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