



Foot Locker

GENDER PAY GAP REPORT

Introduction

This report presents the 2018 gender pay gap submission and supporting narrative for Freedom Sportsline Ltd. We employed 914 associates on the snapshot date; 63% of which were male, 37% were female. 98% of our associates were store based.

15.1% Mean gender pay gap

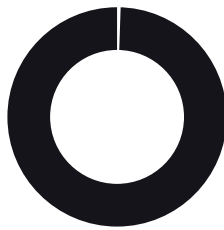
8.7% Median gender pay gap

29.2% Mean gender bonus gap

35.8% Median gender bonus gap

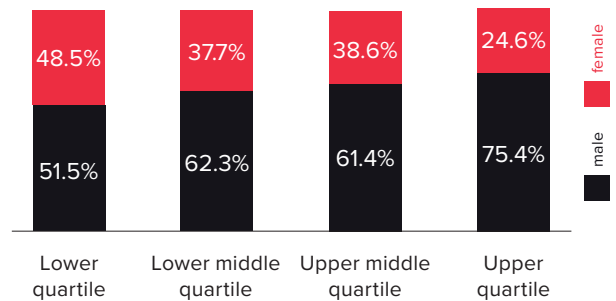


98.2% of females received a bonus payment



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.

We have seen an increase in our mean and median gender pay gap compared to last year. The drivers of this include females being under represented in senior roles, and an increase in the proportion of females in junior roles.

These trends are reflected in the proportion of males and females in each pay quartile. The percentage of females in the upper quartile reduced, whilst the percentage of females in the lower quartile increased compared to last year.

The proportion of females receiving a bonus fell slightly compared to the previous year. However this was still very high, representing our broad incentive eligibility.

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 pay gap.

I confirm the information in this statement is accurate

Ben Boylan
Regional Director, Human Resources