

DECATHLON



# Pay Gap Report

April 2023

# Gender Pay Gap

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The UK government mandates that all employers with 250 or more staff members must publish their annual gender pay gap report.

We are delighted to present our 2023 gender pay gap figures.

## Gender pay gap and Equal pay

The gender pay gap and equal pay deal with pay disparity at work, but they are not the same.

The “Gender pay gap” measures the difference between men's and women's average earnings in an organisation without taking into account people's roles or seniority.

The “Equal pay” focuses on individual roles and is the requirement that men and women are paid the same for carrying out the same or similar work.

## Calculating the gender pay gap

This calculation is based on the mean and median pay of our employees in the UK, including those working at our headquarters, remotely, warehouse and in our retail store.

The “mean” is calculated by finding the overall average of male and female pay and then determining the percentage by which male pay is greater.

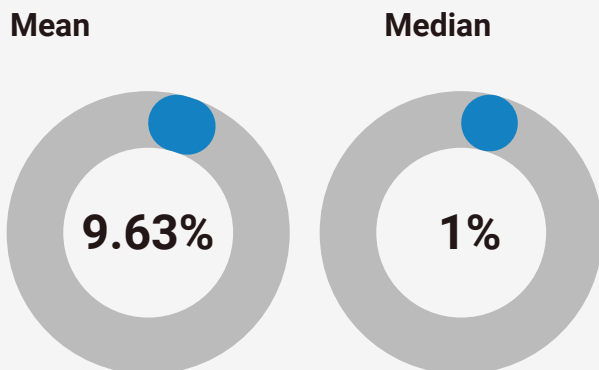
The “median” is calculated by arranging all male and female salaries in order and identifying the middle salary for both groups.

We then calculate the percentage difference between the middle-male and middle-female salaries.

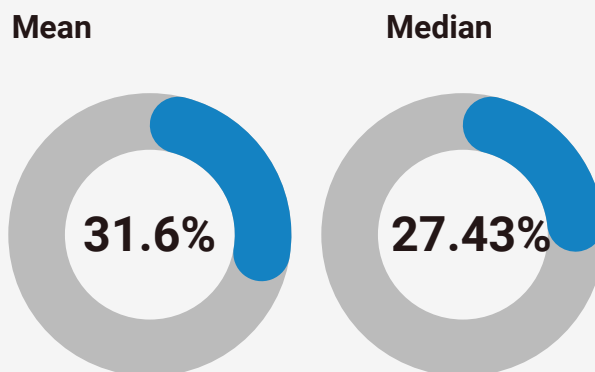
## Our results

The calculations are based upon the snapshot date 5th April 2023.

### Gender pay gap



### Bonus pay gap



## Pay by quartiles

To determine the pay quartiles, we first arrange all employees in order of their pay, from highest to lowest.

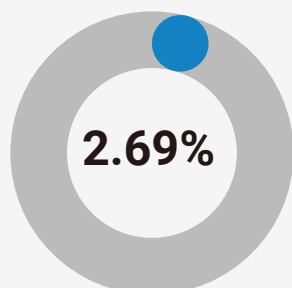
Then, we divide the entire payroll into four equal parts, namely upper, upper middle, lower middle, and lower.

Finally, we determine the percentage of male and female employees in each quarter.

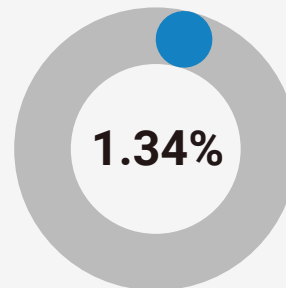
Quartiles	Male %	Female %
Upper	69.44%	30.56%
Upper Middle	51.96%	48.04%
Lower middle	57.47%	42.53%
Lower	48.24%	51.76%

## Proportions receiving bonus

Male



Female



## Our gender pay gap explained

Female employees are significantly under-represented in top-tier leadership roles across industries. This under-representation creates a barrier for women to access positions that offer higher salaries, bonuses, and overall compensation packages.

## Moving forward

At Decathlon UK, we are dedicated to creating a workplace that appreciates diversity, supports fairness, and encourages inclusivity. We firmly believe that a workplace that is diverse and inclusive is vital for promoting creativity, innovation, and teamwork.

Our strategies:

We are currently providing and designing training paths for our teammates about diversity, equity and inclusion

We are partnering with an external company that specializes in helping organizations with diversity, equity, and inclusion in business matters

We will be conducting a support program for teammates who are going on maternity leave

We will be conducting a test of a mentoring program that has been specifically designed to provide support to women

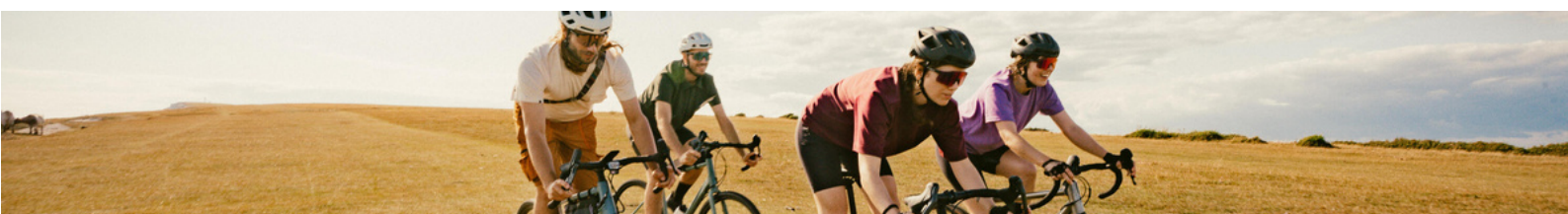
We have established a rule to shortlist candidates with a 50:50 gender ratio

Based on our data, it is evident that our initiatives play a crucial role in advancing gender equality. However, we recognize that there is still significant work ahead of us.

We acknowledge that achieving gender equality is a sustained, long-term commitment. Rest assured, we remain dedicated to intensifying our efforts, striving to create inclusive workplaces where every individual has the opportunity to realize their full potential.

Alberto Bottan  
CFO, Decathlon UK

*Alberto BOTTAN*





**DECATHLON**