

# DECATHLON 2020 PAY GAP

As an employer with more than 250 employees we are required to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out calculations that show the difference between the average earnings of males and females in our organisation. The calculations are based upon the snapshot date 5th April 2020.

## APRIL 2020 TOTAL PAY GAP

The Total Pay Gap is the difference between male and female total pay, which includes pay, allowances and bonus. On a mean basis men were paid 8.7% more than women and on a median basis men were paid the same.

This results in a Total Pay Gap in favour of men.



## APRIL 2020 TOTAL PAY QUANTILES

These are the percentages of men and women in each quartile, ranked by April 2020 Total Pay hourly rate.

Quartile	Male %	Female %
Lower	46.7 %	53.3 %
Lower Middle	57.7 %	42.3 %
Upper Middle	55.3 %	44.7 %
Upper	62.2 %	37.8 %

## 2019-20 BONUS GAP

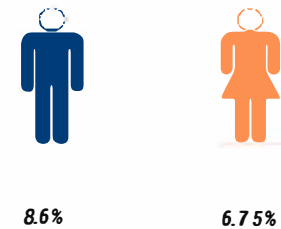
On a mean basis, of those who received a bonus, women received 0.01% more bonus than men.

On a median basis women received the same value as men.



## 2019-20 PROPORTIONS RECEIVING A BONUS

8.6% of men and 6.75% of women employed in April 2020 received a bonus during 2019-20.



The gender make-up of our team demographic and the working arrangements of some of our employee population means that our data isn't necessarily representative of the real situation regarding the pay at Decathlon UK.

We are confident that our male and female employees are paid equally for equivalent roles across our business. We can confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

  
Alberto Bottan  
Decathlon.UK CFO