

DECATHLON 2017 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 2017.

APRIL 2017 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 13.7% more than women and on a median basis men were paid 1.4% more.

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



APRIL 2017 TOTAL PAY QUANTILES

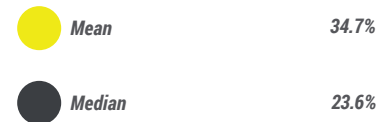
These are the percentages of men and women in each quartile, ranked by April 2017 Total Pay hourly rate.

Quartile	Male %	Female %
Lower	51.4%	48.6 %
Lower Middle	59.4%	40.6 %
Upper Middle	54.8 %	45.2 %
Upper	63.8 %	36.2 %

2016-17 BONUS GAP

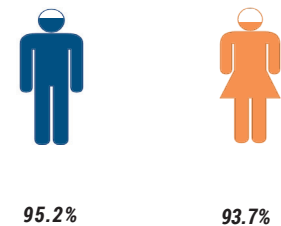
On a mean basis, of those who received a bonus, men received 34.7% more bonus than women.

On a median basis men received 23.6% more.



2016-17 PROPORTIONS RECEIVING A BONUS

95.2% of men and 93.7% of women employed in April 2017 received a bonus during 2016-17.



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.

Eric DIOT,
Decathlon UK CFO