

This report sets out some narrative to explain our Gender Pay Gap figures, which have been calculated as outlined in using the gender pay gap reporting legislation.

This summary shows the calculated differences between amounts paid to men and women at the snapshot date of 5 April 2017 and in the snapshot period, being the 12 months preceding.

## Our Gender Pay Gap

### Hourly Rate

**13.33%**

lower (mean)

**0.42%**

lower (median)

### Bonus Pay

**60.11%**

lower (mean)

**34.20%**

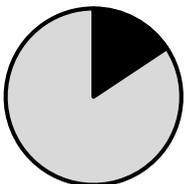
lower (median)

### Who Received Bonus Pay

This is the proportion of males and females in the total population of males and females, that received a bonus in the 12 month period preceding April 2017.

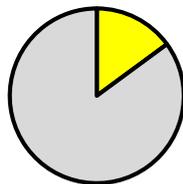
**15.70%**

Males



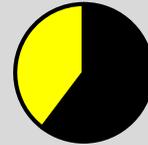
**14.94%**

Females



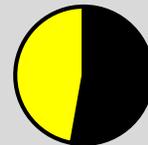
## Our Pay Quartiles

### Top quartile



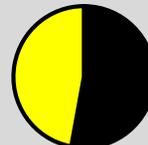
Male - 60.33%  
Female - 39.67%

### Upper middle quartile



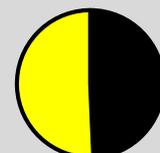
Male - 52.82%  
Female - 47.18%

### Lower middle quartile



Male - 52.87%  
Female - 47.13%

### Lower quartile



Male - 49.32%  
Female - 50.68%

## Why The Gap?

JD Sports Fashion Plc ("JD") prides itself on being an inclusive business that endeavours to ensure all employees are treated equally.

The business operates structured pay rates across its Retail and Distribution divisions. The ratio of males to females in both is equal. Any resulting gap therefore arises as a result of position and experience as opposed to gender.

The ratio of males to females at Head Office is also equal, however there is a higher number of males in senior roles.

Due to significant expansion of the business in recent years, the number of senior leadership positions has increased. These have been recruited for on the basis of talent and experience.

We do not believe that conscious or unconscious bias should form part of our recruitment or progression processes and we are committed to making improvements in the areas where we still have differences.

We actively manage talent across all levels to enable progression within the Group. To improve this, we have introduced management and leadership development programmes to develop the talent in our business and enable progression. In addition, we have launched talent mapping processes, which give us clarity on those people who can progress to more senior roles.

This fair and equal approach to talent development has resulted in an increase in females being recruited at a senior level. However, as the table on the right shows, there remain more males than females in senior roles which attract the highest bonuses. Whilst we have high retention rates at senior levels, the overall gender profile is changing.

The cyclical design of the senior bonus structure means that this change is not yet reflected in the gender pay gap statistics and is unlikely to be until 2020 and beyond. The disparity in bonus pay would be reduced from 60.11% to 42.68% if the Board were excluded from the bonus population.

Within JD, the median male bonus is attributable to a Manager in a London store, whereas the median female bonus is an Assistant Manager in a non-London store. These roles are not comparable, resulting in the cited gap.

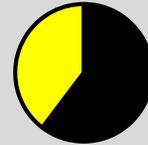
I confirm the data reported is accurate.



**Peter Cowgill**  
Executive Chairman

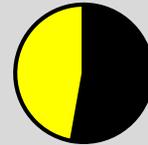
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### Top quartile



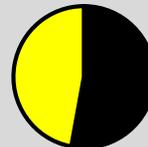
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### Upper middle quartile



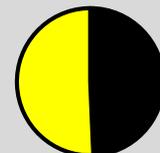
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