

Gender Pay Reporting Statement

This statement is made pursuant to the Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

As part of these regulations Footasylum Ltd has carried out analysis of its workforce as at 5th April 2022 ('snapshot date') and the relevant qualifying period to calculate and determine the below results.

Pay Gap

Gender Pay Gap as Mean average - 12.0%

Gender Pay Gap as Median average - 1.0%

Bonus Gap

Gender Bonus Gap as Mean average - 61.0%

Gender Bonus Gap as Median average - 64.4%

Gender proportion receiving a bonus - 40.3% of males received a bonus, 35.7% of females received a bonus.

Quartiles

Q1 Upper - 56% Male, 44% Female

Q2 Upper Middle - 53% Male, 47% Female

Q3 Lower Middle - 48% Male, 52% Female

Q4 Lower - 43% Male, 57% Female

Gender Pay and Equal Pay

Gender Pay is different to 'equal pay'. Equal pay is the difference in pay between men and women who carry out the same or similar jobs. Further analysis has been conducted, and we have no reason to believe that we have any equal pay concerns. We are a fast moving and creative business which aims to provide opportunities for all its employees to progress to positions which will reflect their potential, regardless of gender.

Barry Bown
Executive Chairman & CEO

04 April 2023