

## **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 2024 ('snapshot date') and the relevant qualifying period to calculate and determine the below results.

### **Pay Gap**

Gender Pay Gap as Mean average - 17.4%

Gender Pay Gap as Median average - 4.0%

### **Bonus Gap**

Gender Bonus Gap as Mean average - 47.6%

Gender Bonus Gap as Median average - 0%

Gender proportion receiving a bonus - 29% of males received a bonus, 20.6% of females received a bonus.

### **Quartiles**

**Q1 Upper** - 56% Male, 44% Female

**Q2 Upper Middle** - 50% Male, 50% Female

**Q3 Lower Middle** - 53% Male, 47% Female

**Q4 Lower** - 38% Male, 62% 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.

David Pujolar  
CEO

04 April 2025