**France Gender Pay**

The data used to compile the statistics in this report relates to employees in France who represent all aspects of our business, including stores, asset protection, human resources, finance, and operations.

**UK Gender Pay**

Under the UK Government's Gender Pay Gap Regulations, which came into force on April 6, 2017, companies with over 250 employees must report gender pay gap by April 2018, annually.

The data used to compile the statistics in this report relates to employees who represent all aspects of our business, including stores, asset protection, human resources, finance, and operations.