

# Gender Pay Gap



Gender Pay Gap legislation (developed by the Government Equalities Office) introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap for workers in scope as of 5th April 2025.

New Balance are proud of our diverse workforce with over 10,000 global associates. The UK is home to our European headquarters, our manufacturing site in Cumbria and retail stores across the country.

Our aims are to have a workforce which is reflective of the communities where we operate and that all associates should be offered equal opportunities to achieve their full potential. We are committed to providing a work environment where employment-related decisions, including compensation, are based on skills, qualifications and other job-related business criteria.

We confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

## Mathias Boenke

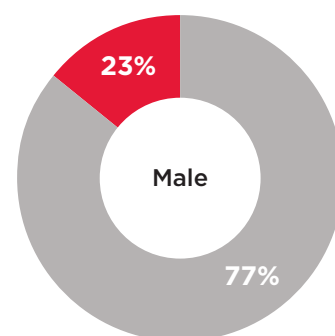
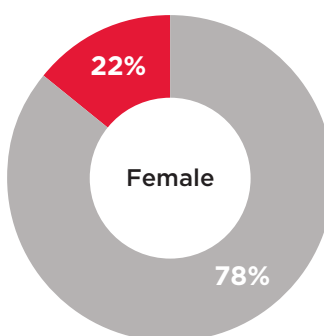
Senior Vice President EMEA

### Gender pay & bonus gap

	MEAN	MEDIAN
Women's hourly rate compared to men's hourly rate	18% lower	9% lower
Women's bonus pay compared to men's bonus pay	43% lower	13% lower

### Proportion of employees receiving a bonus

● Received a bonus  
● No bonus received



### Pay quartiles

● Male ● Female

