

Our 2017 Gender Pay Gap Report

We are passionate about fairness, equality and inclusion and are committed to improving the gender representation of our workforce.

Pay & Bonus Gap

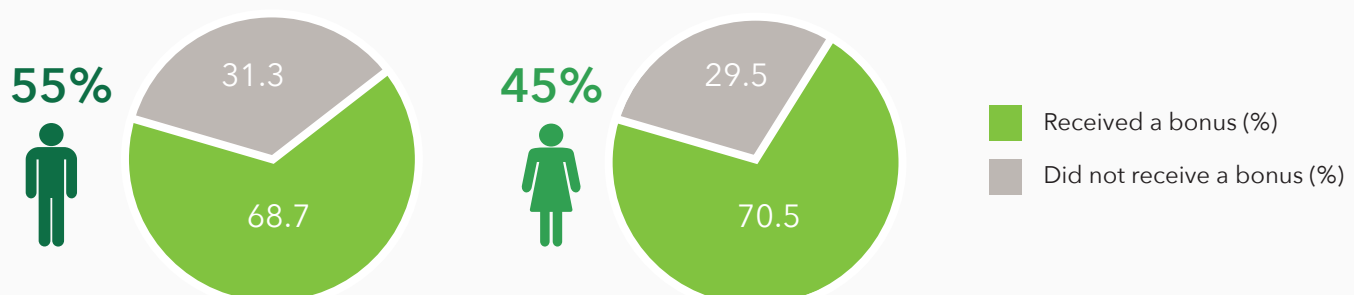
| | Difference between men and women | |
|------------------|----------------------------------|-------|
| | Median | Mean |
| Hourly fixed pay | 8.4% | 8.3% |
| Bonus paid | -1.4% | 21.5% |

The gender pay gap is very different from equal pay, which is about equal pay for equal work. Whole Foods Market provides equal pay for equal work as required by UK law. At Whole Foods Market, we will continue to focus on improving our gender representation in senior levels and across our business.

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as the snapshot date (i.e. 5 April 2017). It also captures the mean and median difference between bonuses paid to men and women at Whole Foods Market in the year up to 5 April 2017.

These figures are a measure of the difference in the average pay / bonus of men and women across the entire organisation; regardless of the nature of their work or level. A positive figure is in favour of men and a negative figure is in favour of women.

Proportion of colleagues awarded a bonus for the period 6 April 2016 - 5 April 2017

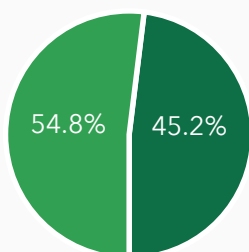


The overall breakdown of men and women in the organisation is 55% men, 45% women.

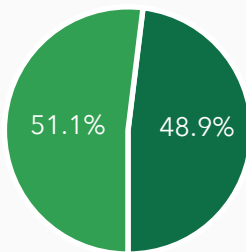
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Pay Quartiles

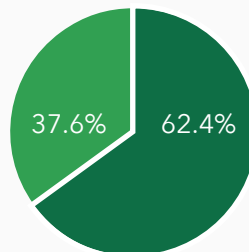
Quartile 1



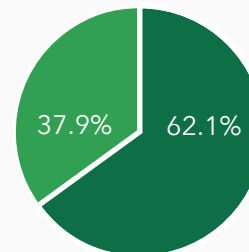
Quartile 2



Quartile 3



Quartile 4



The above image illustrates the gender distribution at Whole Foods Market across four equally sized quartiles.

We will focus on improving our gender representation, particularly in Quartiles 3 and 4, and will continue to provide equal pay for equal work irrespective of gender, whilst fostering greater diversity.

I confirm the data reported is accurate.



Asim Shad
Executive Coordinator of Finance
March 2018

