

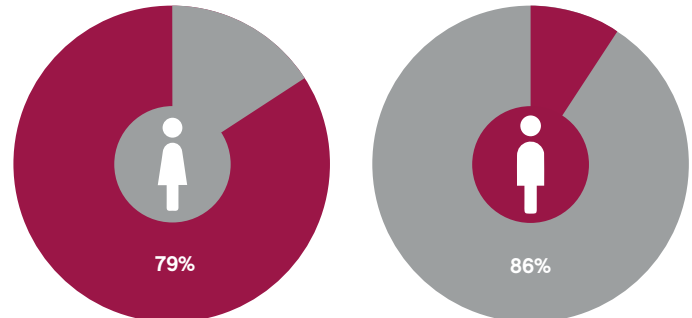
# GENDER PAY GAP REPORT 2018

## GENDER PAY & BONUS GAP

Difference between men and women	Mean Average	Median Middle
<b>Gender Pay Gap</b>	<b>16%</b>	<b>10%</b>
<b>Gender Bonus Gap</b>	<b>31%</b>	<b>44%</b>

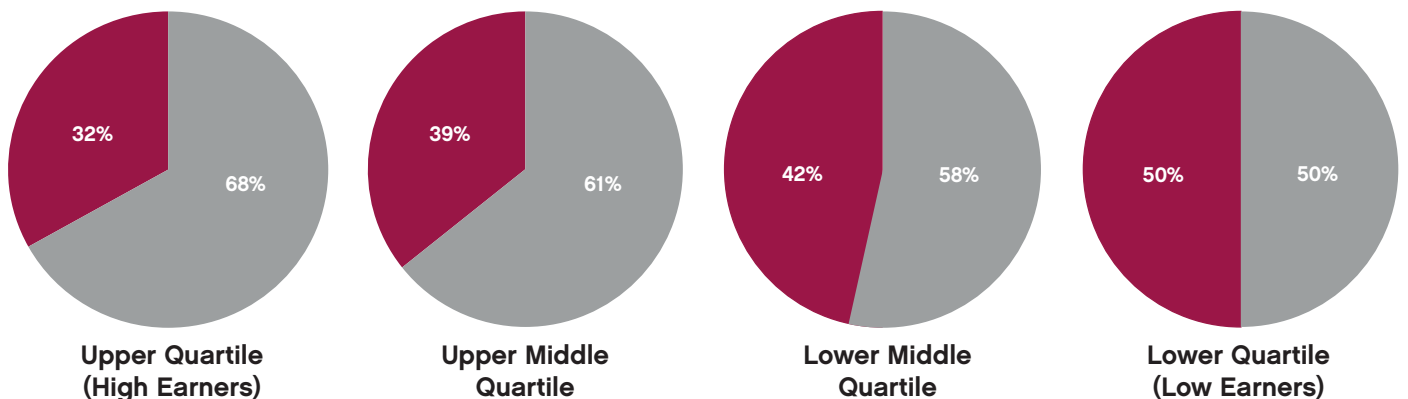
This shows the mean and median differences in hourly pay and bonus paid to men and women in the pay period including the snapshot date of 5th April 2018. The positive figures indicate a higher % paid to men.

## PROPORTION OF MEN AND WOMEN RECEIVING A BONUS



This shows the % of male and female colleagues who received a bonus payment in the 12 month period including the April 2018 pay period.

## PAY QUARTILES



These figures show the gender distribution across 4 equally sized pay quartiles. It shows that Steinhoff UK Retail has a higher percentage of male colleagues across all pay quartiles, apart from the lower quartile where the numbers of male and female colleagues are equal.

## THE DIFFERENCE BETWEEN EQUAL PAY AND GENDER PAY GAP

**EQUAL PAY** is about men and women being paid for the same or equal work.



**THE GENDER PAY GAP**

is the difference between the gross hourly earnings for all men compared with all women. Nationally, one of the main reasons for the gender gap is men are more likely to be in senior roles than women.



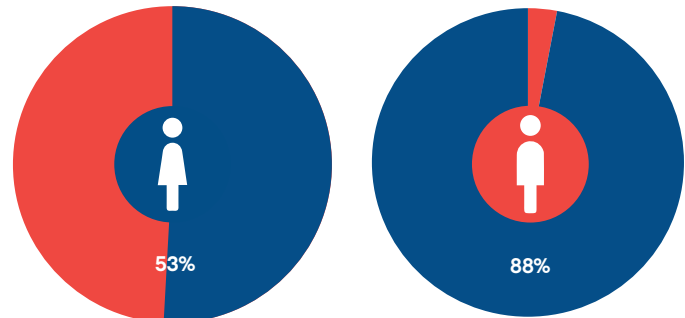
# GENDER PAY GAP REPORT 2018

## GENDER PAY & BONUS GAP

Difference between men and women	Mean Average	Median Middle
<b>Gender Pay Gap</b>	<b>-3%</b>	<b>11%</b>
<b>Gender Bonus Gap</b>	<b>83%</b>	<b>99%</b>

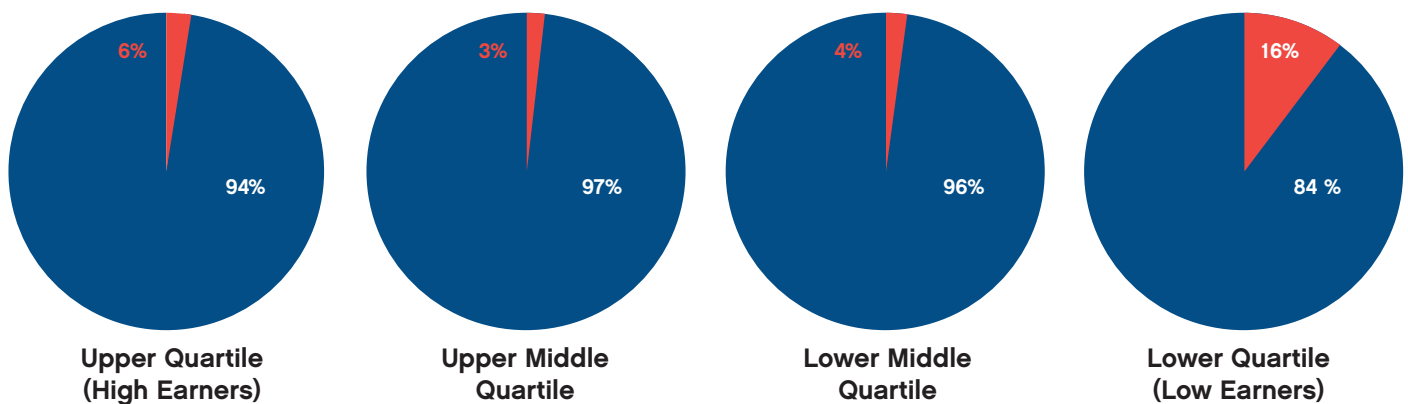
This shows the mean and median differences in hourly pay and bonus paid to men and women in the pay period including the snapshot date of 5th April 2018. The positive figures indicate a higher % paid to men; the negative figure indicates a higher % paid to women.

## PROPORTION OF MEN AND WOMEN RECEIVING A BONUS



This shows the % of male and female colleagues who received a bonus payment in the 12 month period including the April 2018 pay period.

## PAY QUARTILES



These figures show the gender distribution across 4 equally sized pay quartiles. It shows that Concorde Logistics has a higher percentage of male colleagues across all pay quartiles.

## THE DIFFERENCE BETWEEN EQUAL PAY AND GENDER PAY GAP

**EQUAL PAY** is about men and women being paid for the same or equal work.



**THE GENDER PAY GAP** is the difference between the gross hourly earnings for all men compared with all women. Nationally, one of the main reasons for the gender gap is men are more likely to be in senior roles than women.

