

UNITRANS LTD, trading as;



GENDER PAY GAP

A MESSAGE FROM STUART MACHIN – CEO STEINHOFF UK

Unitrans Limited is the company name for Concorde Logistics, our business that delivers Harveys & Bensons for bed furniture to our customers of Steinhoff UK Retail.

At Concorde Logistics we are confident that men and women are paid equally when working in equivalent roles and we welcome the introduction of gender pay gap reporting.

At the snapshot date of 5 April 2017, the overall difference between average male and female earnings is **0.7% (mean)** in favour of women or **2.7% (median)** in favour of men, based on hourly rates of pay.

Whilst our gap is tiny compared with the UK average of 18.1%, we don't want to be complacent.

Our gender pay gap is heavily influenced by the fact that our business is almost entirely male. Concorde, like many logistics companies, has been traditionally male dominated.

We know that there are few women in our business today; our aim is to recruit more women and to ensure that there is an opportunity for them to progress and to reach their full potential. We have been actively working on this; it is not only the right thing to do, it also makes good economic sense. Research shows that companies that have greater gender diversity are also more likely to show better financial results.

I confirm that the data published in this report is accurate.

Two handwritten signatures in black ink. The first signature, on the left, is "Stuart Machin" written in a cursive style. The second signature, on the right, is "Sarah Broughton" also written in a cursive style.

Stuart Machin - CEO

Sarah Broughton - Head of HR

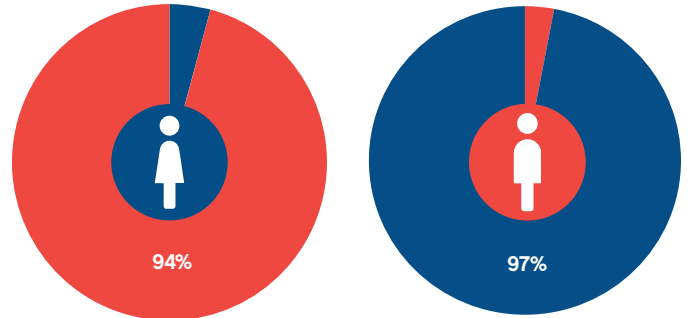
GENDER PAY GAP REPORT 2017

GENDER PAY & BONUS GAP

Difference between men and women	Mean Average	Median Middle
Gender Pay Gap	-0.7%	2.7%
Gender Bonus Gap	23.1%	98.7%

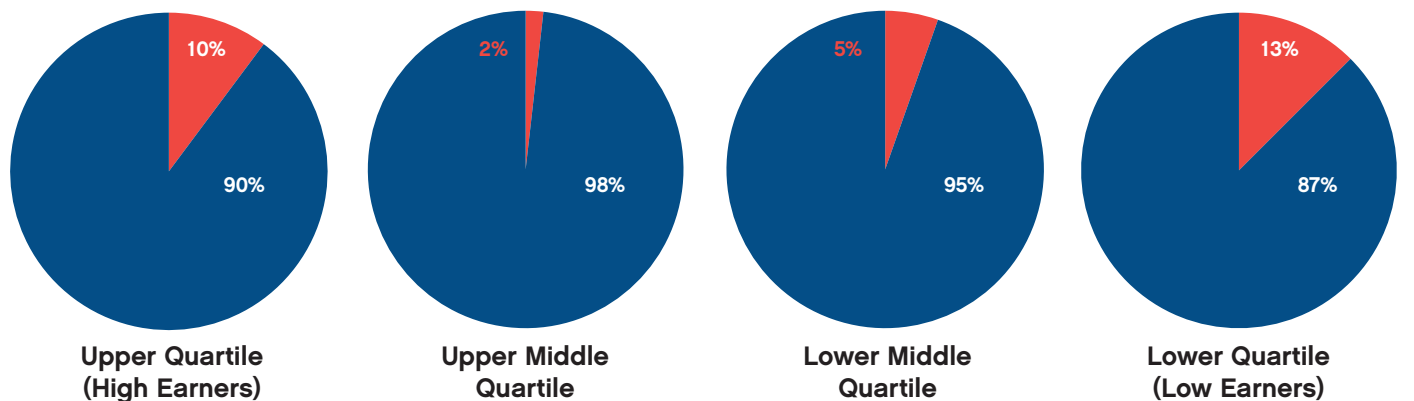
This shows the mean and median differences in hourly pay and bonus paid to men and women in the pay period including the snapshot date of 5th April 2017. The positive figures indicate a higher % paid to men; the negative figure indicates a higher % paid to women.

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 2017 pay period.

PAY QUANTILES



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.

