



ALFRED H KNIGHT

# GENDER PAY GAP REPORTING



# Gender Pay Gap Reporting

**Alfred H Knight International (AHKI) pays colleagues the same pay for the same job.**

AHKI's gender pay gap is strongly influenced by the salaries and gender make-up of the professional, scientific and technical field it operates in.

In 2019, the Women in Science and Engineering (WISE) campaign reported that women in STEM (Science, Technology, Engineering and Mathematics) occupations was **24%**, and throughout 2019 **38%** of AHKI employees were female.


AHKI believes in equal job opportunities for everyone, regardless of their gender. That is why we invest in developing and delivering inclusive leadership training for all UK managers.

# What is Gender Pay and How is it Calculated?

- If all company employees were lined up in a female line and a male line, in order of pay from highest to lowest, the median gender pay gap compares the pay of the female in the middle of their line and the pay of the of the man in the middle of their line.
- The mean gender pay gap shows the difference in the hourly rate of pay between men and women in a company.
- This is different from equal pay. AHKI pays staff the same pay for the same job.

**ALFRED H KNIGHT  
INTERNATIONAL (AHKI)  
PAYS COLLEAGUES  
THE SAME PAY  
FOR THE SAME JOB**

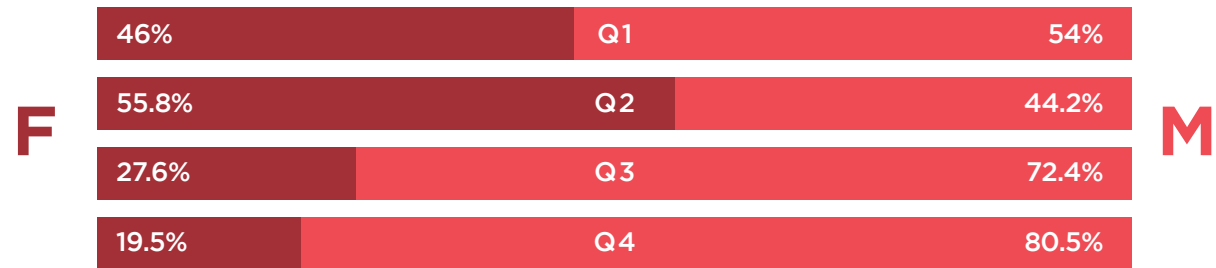
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**IN 2019**  
THE WISE CAMPAIGN REPORTED  
**THAT THERE ARE**  
**14%**   
**OF WOMEN IN**  
STEM MANAGEMENT POSITIONS

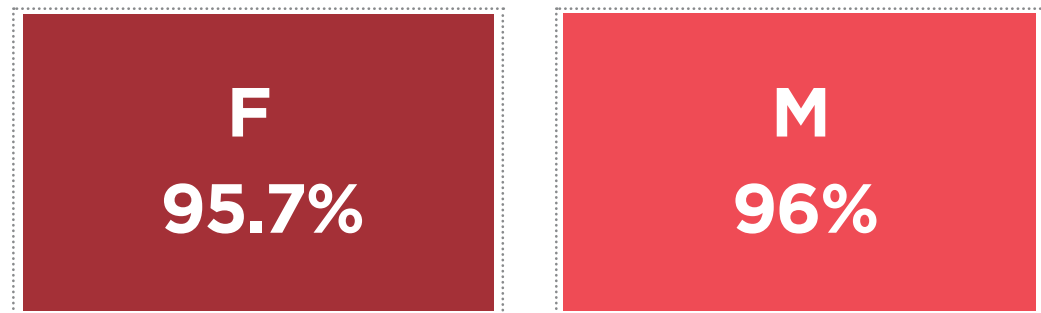
PAY AND BONUS

|                  | Mean  | Median |
|------------------|-------|--------|
| Gender pay gap   | 26.3% | 15.7%  |
| Gender bonus gap | 61.9% | 12.1%  |

MEDIAN GENDER PAY GAP BY QUARTILES




PROPORTION OF EMPLOYEES RECEIVING A BONUS



## GENDER PAY GAP REPORTING

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AHKI and the Alfred H Knight Group is an equal opportunities employer, and recruits and promotes based on an individual's capability.



Confirmed as accurate by **Ian Baxter**, CFO of Alfred H Knight Group.



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