

ALFRED H KNIGHT

Inspect. Test. Trust.

GENDER PAY GAP REPORTING.

2021



GENDER PAY GAP REPORTING.

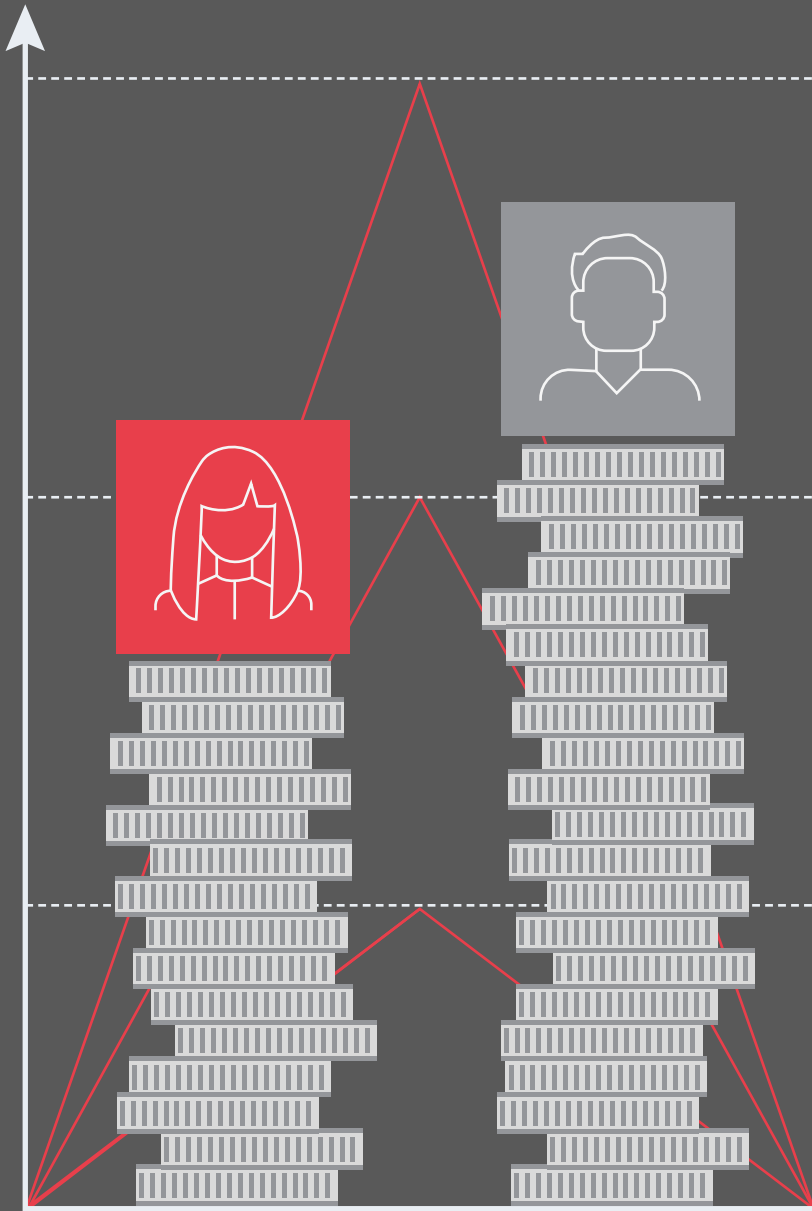
ALFRED H KNIGHT INTERNATIONAL (AHKI) PAYS COLLEAGUES THE SAME PAY FOR THE SAME JOB.

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.

* Women only make up 28% of the current STEM workforce. (Science, Technology, Engineering and Mathematics).

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.

* Closing The Gender Gap; Celebrating Women in STEM - Crimson Education UK. crimsoneducation.org



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.

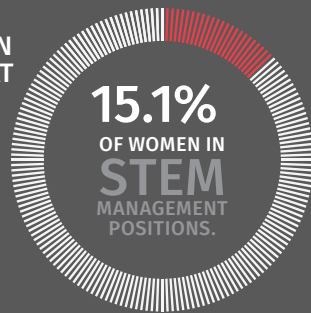
GENDER PAY GAP REPORTING 2021.

THE RESULTS

ALFRED H KNIGHT INTERNATIONAL (AHKI)
PAY COLLEAGUES THE SAME PAY



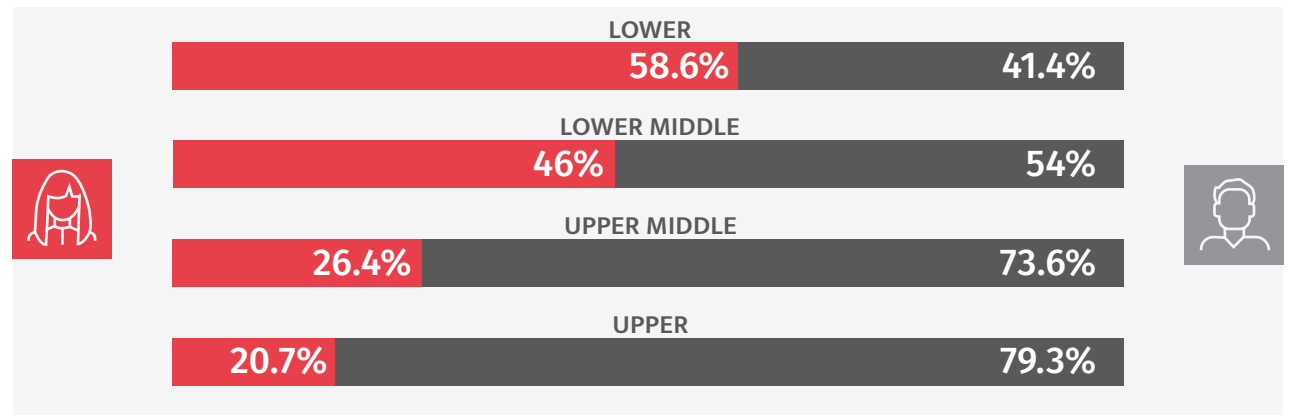
IN 2020 THE WISE CAMPAIGN REPORTED THAT THERE ARE



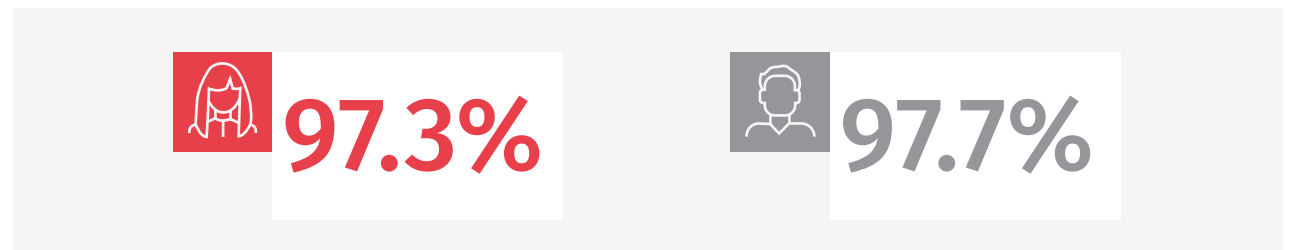
PAY AND BONUS

	Mean	Median
Gender Pay Gap	34.7%	13.7%
Gender Bonus Gap	74.6%	14.7%

MEDIAN GENDER PAY GAP BY QUARTILES

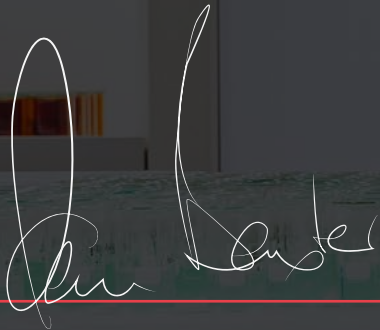


PROPORTION OF EMPLOYEES RECEIVING A BONUS



GENDER PAY GAP REPORTING.

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.

Providing trust and certainty throughout the global supply chain

Alfred H Knight International Limited

Kings Business Park,
Kings Drive, Prescot, L34 1PJ, UK.

+44 (0) 151 481 5850

enquiries@ahkgroup.com

www.ahkgroup.com

Alfred H Knight International Limited 900322 | Registered London, England
All work is undertaken subject to our standard trading terms and conditions of business.

