

ALFRED H KNIGHT

Inspect. Test. Trust.

# GENDER PAY GAP REPORTING.

2022

*Providing trust and certainty throughout the global supply chain*



# GENDER PAY GAP REPORTING.

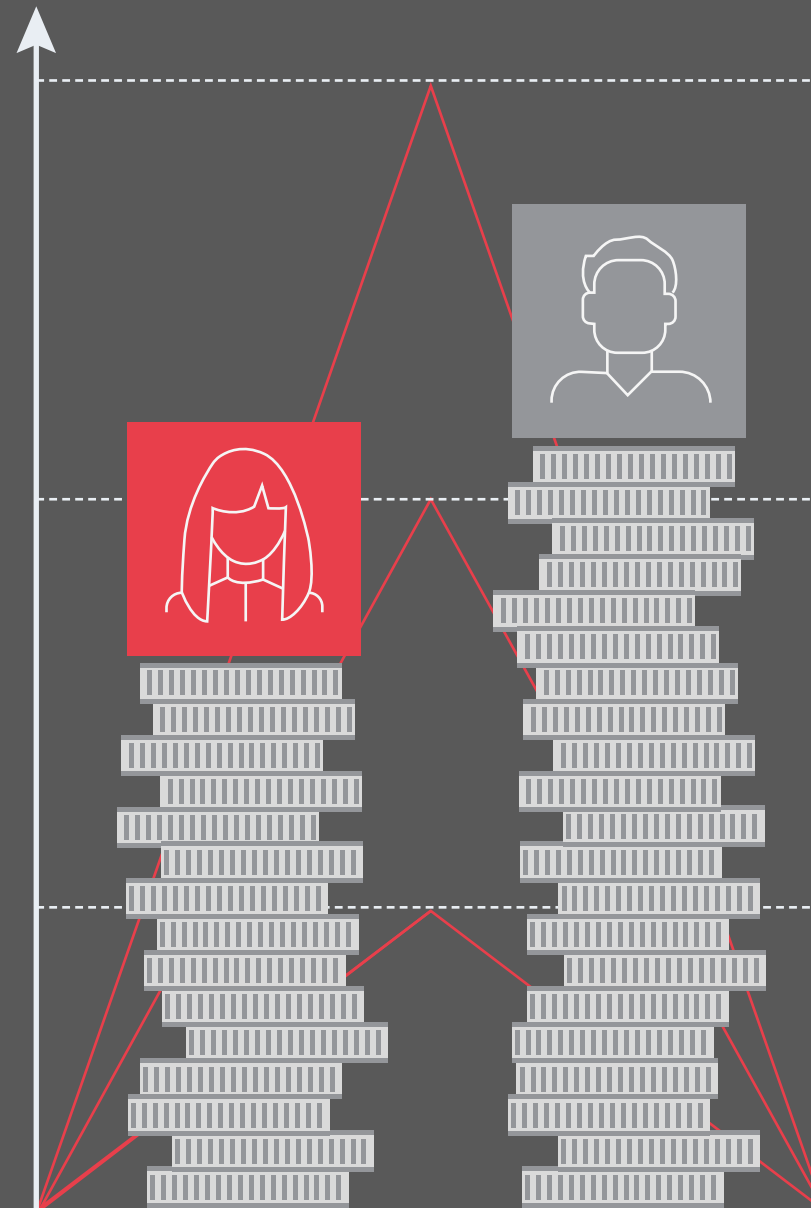
**ALFRED H KNIGHT INTERNATIONAL (AHKI) PAYS COLLEAGUES THE SAME PAY FOR THE SAME JOB.**

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.

\* The percentage of women in STEM (Science, Technology, Engineering and Mathematics) positions increased, from 26.6% in December 2021 to 26.9% in June 2022.

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.

\* Updated Workforce Statistics – June 2022  
<https://www.wisecampaign.org.uk/updated-workforce-statistics-june-2022>



# 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.

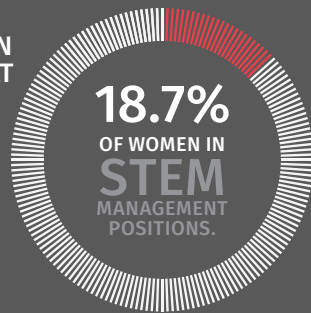
# GENDER PAY GAP REPORTING 2022.

## THE RESULTS

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



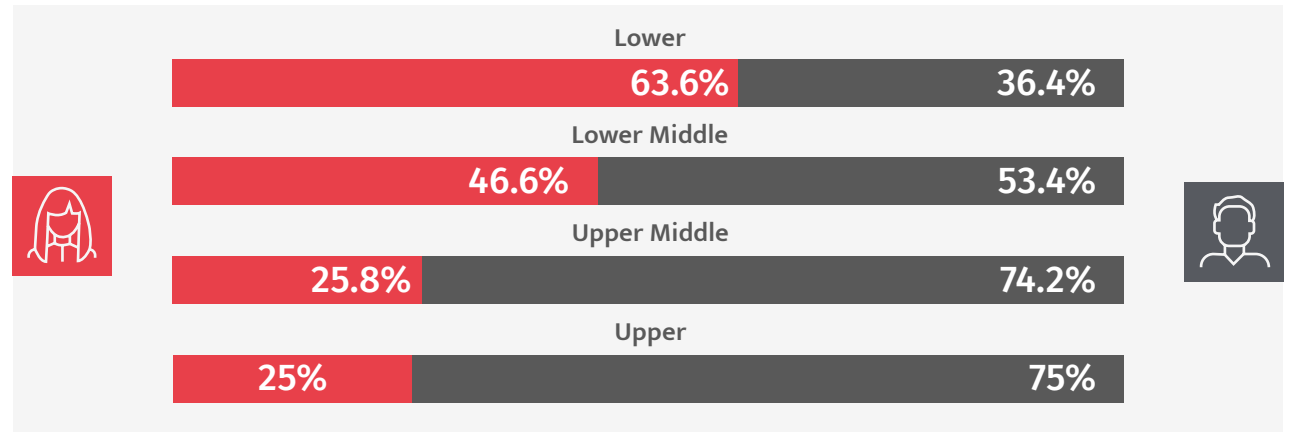
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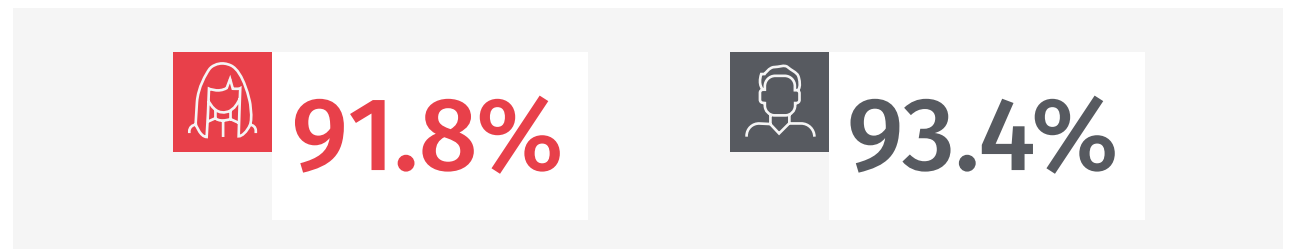
### PAY AND BONUS

	Mean	Median
Gender Pay Gap	38.8%	14.6%
Gender Bonus Gap	63.4%	14.3%

### MEDIAN GENDER PAY GAP BY QUARTILES



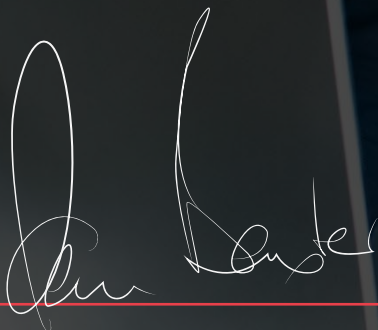
### PROPORTION OF EMPLOYEES RECEIVING A BONUS





# 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.



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

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