



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 2017, the Women in Science and Engineering (WISE) campaign reported that women in the STEM (Science, technology, engineering and mathematics) occupations was **23%**.

Within the science and engineering profession, women made up **27%** of the national workforce. The proportion of women within AHKI in 2017 was **35%**, which is well above the national average.

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.

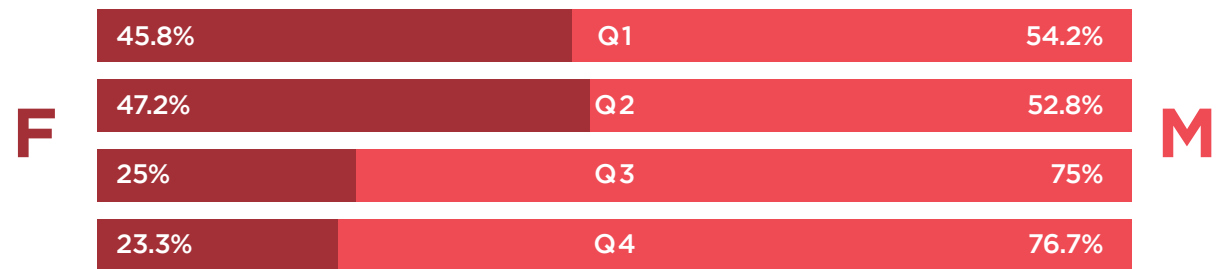
ALFRED H KNIGHT INTERNATIONAL (AHKI) PAYS COLLEAGUES THE SAME PAY FOR THE SAME JOB

OUR MEDIAN PAY GAP IS **14.5%** $\frac{\downarrow}{\uparrow}$ THE NATIONAL AVERAGE IS **18.1%**
 AHKI IS THEREFORE BETTER THAN THE NATIONAL AVERAGE

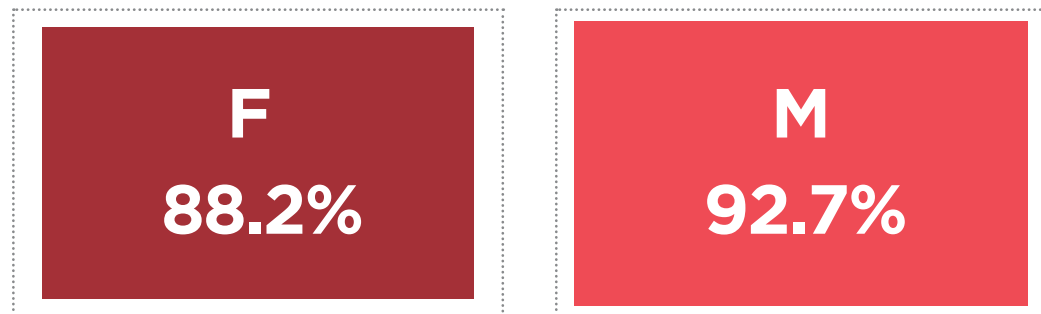
PAY AND BONUS

	Mean	Median
Gender pay gap	37.1%	14.5%
Gender bonus gap	57.3%	15.3%

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.



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



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