A background image showing a woman in profile, wearing a headset with a microphone, looking towards the left. She has blonde hair and is wearing a white shirt. The background is slightly blurred, showing another person in the distance.

Our 2023 Gender Pay Gap Report

July 2023

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About us

KNAPP UK is a leading provider of intelligent automation and intralogistics solutions, specialising in the design, development, and implementation of innovative systems for warehouse and distribution centre operations.

We combine cutting-edge technology, industry knowledge, and a customer-centric approach to deliver tailored solutions that address the evolving demands of the modern logistics landscape.

In business, we value social fairness, a positive and respectful approach to the individual, a foundation built on trust as well as a conscientious attitude. Our open corporate culture builds on these cornerstones: intensive communication, creative freedom, and the active involvement of employees in decisions and innovations.

Our ambition is to become the employer of choice in logistics and automation and to help us deliver this, we have five core values that underpin everything we do – Reliability, Courage, Openness, Appreciation and Creativity. KNAPP UK is passionate about its people and in the UK, we have over 300 employees, across 17 sites, who actively impart our corporate culture, core values and our KNAPP spirit in all aspects of business.

Last year we received recognition by Best Companies as One to Watch for our Good levels of employee engagement and we are focussed on making KNAPP UK a rewarding, inclusive and great place to work for current and future employees.



Fashion



Industry



Food



Retail



Healthcare



Wholesale

Gender Pay Gap – an overview

In the UK, public, private, and voluntary sector organisations with 250 or more employees are required to report on their gender pay gaps annually. The reports show the difference between the average earnings of men and women, expressed relative to men's earnings. If an organisation reports a gender pay gap, it does not mean women are paid less than men for doing the same job, but it does show that, on average, men occupy higher-paying roles than women. Employers must report six different measures, based on a snapshot of pay data on a date set out by the Government Equalities Office:

Median gender pay gap

the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

Mean gender pay gap

the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

Median bonus gap

the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees

Mean bonus gap

the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees

Bonus proportions

the proportions of male and female relevant employees who were paid bonus pay during the relevant period

Quartile pay bands

the proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle, and upper quartile pay bands.



KNAPP UK's Gender Pay Gap Data

KNAPP UK's gender pay gap data was collected on the snapshot date of 5 April 2023. At this time there were 314 people within our UK workforce: 25 women and 289 men. This equates to the same percentage split as last year.



Men - 92%



Women - 8%

Mean gender pay gap

The difference between the hourly pay of all men and women when added up separately and divided by the total number of the men and women in the workforce.

5.3%

Mean gender pay gap

Median gender pay gap

The difference between the pay of the middle man and woman, when all of the employees are listed from the highest to the lowest paid.

7.9%

Median gender pay gap

Mean and median bonus gap

The bonus gap is the difference between the bonus pay paid to men and that paid to women. Only relevant employees who received a bonus are included in the calculation. This gives you the mean and median gender pay gap for bonus pay as a percentage of men's pay.

-29.9%

Mean gender bonus gap

-25.2%

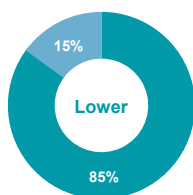
Median gender bonus gap

Like last year, 62% of women received a bonus. This year, 67% of the 289 men received a bonus (195 men) which is higher than last year where 65% of men received a bonus (170 men).

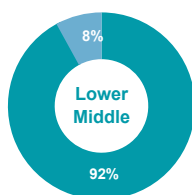
(The percentage of men and women awarded a bonus during the 12 month period from 6 April 2022 to 5 April 2023).

Quartile pay bands

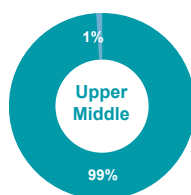
The pay quartile data shows the proportion of men and women across the organisation within each quartile, when hourly rates of pay are ranked from lowest to highest.



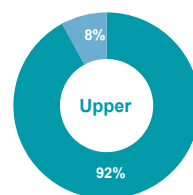
Men in Quartile - 85%
Women in Quartile - 15%



Men in Quartile - 92%
Women in Quartile - 8%



Men in Quartile - 99%
Women in Quartile - 1%



Men in Quartile - 92%
Women in Quartile - 8%

Our data explained

The hourly pay gap has been calculated using the stipulated, 'snapshot' date of 5 April 2023 and the bonus pay gap is calculated using the 12 months preceding 5 April 2023. This year our total workforce stood at 314 employees on the snapshot date, up from 281 last year. Although the proportion of women has increased slightly from 7.5% to 8%, the number of women in the business has increased by 19% on last year, compared to a lower increase of 11% for men.

Our pay gap is reducing

As is typical of our industry and illustrated in our pay quartile data, we see a very high percentage of men working at KNAPP UK (92%). However, this year, we have seen an increase in the percentage of women in the upper quartile. In fact, 24% of our women are now in the upper pay quartile compared to only 19% last year. This is because we recruited and promoted more women into more senior/technical roles, within our IT, Finance and Customer Services departments. Although this relates to a small number of changes, this conscious action has made a significant impact in reducing our gender pay gap.

Gender Pay Gap vs Equal Pay

The gender pay gap is the difference in average pay for men and women across an organisation. This is different to equal pay, which is a direct comparison of men and women being paid the same when doing the same or similar work.

While our overall aim is to have no gender pay gap, we are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent roles. At our resident sites where 78% of employees are based, the workforce pay rate is fixed by job role.





Median pay gap

The median is the difference in the mid point hourly rate of pay between male and female members of employees – our median pay gap is 7.9%. The woman in the middle of the female pay range received 7.9% less than the man in the middle of the male pay range which means that for every £1 a man receives, a woman receives 92p. An improvement on last year's calculation where a woman would have received 89p.

Mean pay gap

To calculate the mean gender pay gap we add together all the hourly pay rates that women receive, divided by the number of women in our workforce. We then repeat this calculation for men. The difference between these figures is the mean gender pay gap. Our gap tells us that our average pay for women was 5.3% less per hour than the average pay for men, down from 8.8% last year, and lower than the national average of 8.3% (April 2022). For every £1 earned by a man, a women earned 94.7p.

The board of Directors at KNAPP UK is all male, with the Company Secretary a female, comparable to other organisations in our industry, and like many organisations, our Managing Director's salary has an impact on our mean gender pay gap. If we were to exclude our Managing Director (a male) and our global VP (also a male) from the data, the overall mean gender pay gap would fall from 5.3% to 2.2%. Interestingly, if we also removed the rest of our global team (5 further males) on the UK payroll, the overall mean gender pay gap would fall to 0.4%.

The mean and median pay gaps are not too dissimilar which indicates the dataset is not skewed. Overall, we are pleased to see the further closing of our gender pay gap, but will continue to drive initiatives to ensure pay transparency and fairness for all.

Our bonus pay gap

On average, women at KNAPP UK are paid 29.9% more in bonus pay than men (vs 12.6% more last year). So, for every £1 a man receives in bonus pay, a woman receives £1.30. Women are being paid more bonus pay this year on average.

When using the median, women at KNAPP UK receive 25.2% more bonus than men (vs 68.7% more last year). This year the mid-point for men was higher than last year and the mid-point for women was lower, resulting in a smaller difference in bonus pay between men and women, hence the lower median pay figure compared to last year. However, the negative figure still highlights a gap in favour of women who receive on average 25.2% more bonus pay than men.

The Sharesave bonus scheme payable to 78% of our workforce is different to the head office employee scheme which has a slightly different bonus structure. Of those women who received bonus pay, a higher percentage of them (88%) are in the HO scheme receiving a higher bonus payment, explaining the negative bonus gap in the favour of women.

What we're doing

In our last report we committed to foster an inclusive and diverse workforce where everyone can thrive and described 5 key areas for action. It has been pleasing to see that through this focus we have made progress in reducing the Gender Pay Gap even further. We will therefore continue to focus on the 5 key areas and are proud to share our recent efforts.

Female Friendly Policies

We have been working hard on developing our female friendly policies, an action from our last report. We have launched a digital Menopause toolkit and feedback from employees has been positive. Additionally, we have changed our private medical healthcare benefit to Vitality Health, which provides dedicated menopause support to its members via Peppy's digital health platform. 99% of our employees are members of the private healthcare scheme and we are proud to help our employees manage their menopause symptoms and access expert advice. Our next objective is to review our maternity/paternity and shared parental leave policies to be more attractive and competitive.

This year saw us win a Wellbeing award at IWLEX23, an industry event. This accolade is testament to the many great initiatives such as the Menopause Toolkit implemented by our HR team. Additionally, we continue to work on providing flexible working practices for our employees while keeping a watchful eye on the evolving landscape of the future of work.

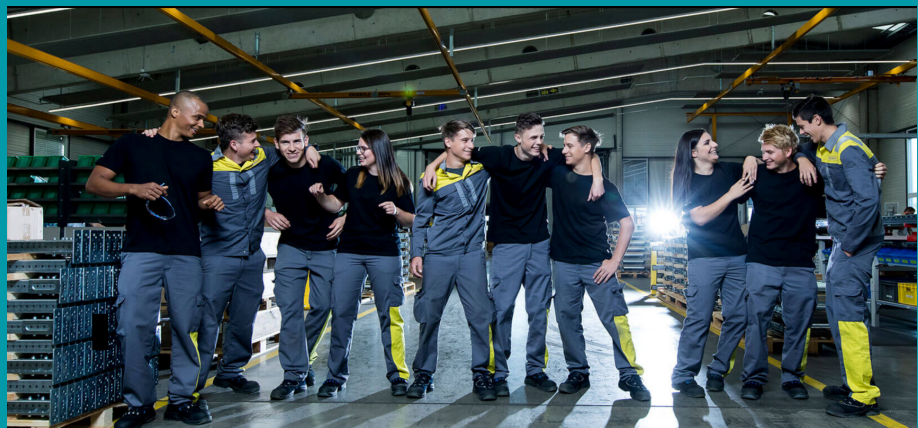
We are extremely proud of our Wellbeing Award, demonstrating our commitment to fairness and getting things right.

The external recognition of our initiatives, such as our menopause toolkit, is testament to what a great job the leadership team and HR are doing to support employees.

Janette Newsham, Head of HR

I really appreciate that KNAPP recognises how much the menopause can affect women in the workplace. It can be a really scary and emotional time and knowing that there are resources and support available is fantastic.

Debbie Pym, Purchasing



Closing the gap

Diversity and Inclusion

We are taking steps to foster a more inclusive workplace and ensure equal opportunities for all employees. Recently we launched mandatory Diversity and Inclusion training which has been used as a blueprint for our other global subsidiary offices due to its positive impact.

KNAPP UK sponsors the Stones Raiders; a disabled girls football team and our support has helped them start their new under-16 girls team and we wish them every success for the season ahead!

Our employee forum provides a platform for networking support, and advocacy, allowing employees to connect and contribute to an inclusive culture. Cultural festivals, such as Eid and Pride, are celebrated and fundraising activity for charities, like Breast Cancer, Alzheimer's, Mental Health Awareness and Comic Relief, has connected employees across the business.

Encouraging STEM careers

It's important to acknowledge that progress is being made, albeit slowly, in reducing the gender pay gap within the engineering industry. We are committed to positively influencing careers in STEM and by prioritising our focus on outreach activity in schools, we recognise we will play our part in attracting more women into our industry.

This year we sponsored a team from St Joseph's College in Reading in the F1 in Schools competition promoting STEM skills for young people, and we are continuing to review ways in which we can help encourage more young females into a career in engineering.

We know that sparking that interest in girls early on in their career decision making will impact our efforts to attract more females into our male dominated industry. We will also attend more women in engineering events that aim to encourage women to join our industry.

Management appointments

We acknowledge that there have been no changes to our Board membership this year. Our global leadership roles are heavily male dominated, and recruitment into these roles has traditionally been through promotions in our existing workforce. As we encourage more women into senior leadership roles, we challenge ourselves to make an impact on the gender diversity in this group of employees.

Apprenticeships also provide us with a way to encourage more women into management positions. KNAPP UK has benefited from using the apprenticeship levy - supporting and encouraging women interested in working towards management opportunities.

Salary benchmarking

Earlier this year we analysed the pay structure of senior leaders across our business enabling us to positively impact our narrow gender pay gap.

We have recruited more females into senior roles within our IT team, a technical function with highly skilled specialist roles, and these roles are higher paid. As our workforce is relatively small, any minimal change can have a significant impact on the GPG, demonstrated by our recent female hires within the IT team. Previously there were more women holding junior administrative roles.



Reflections

Janette Newsham, our Head of HR, KNAPP UK

This is our second Gender Pay Gap report, and I am delighted to share the progress that KNAPP UK has made in the last 12 months.

We have worked tirelessly on the actions that we committed to last year and are extremely proud that this has been successful in terms of reducing the gap even further. Actions that have included the launch of female friendly policies, including a menopause toolkit, D&I training for all, forming meaningful partnerships with schools and colleges, salary benchmarking and increasing the diversity within our senior management team.

We will maintain our focus in all these areas, in particular paying even more attention on improving the representation of women within our business. We hope to achieve this through the continued relationships we are making with local schools to support STEM activity, and networking with organisations who encourage more women to consider careers within engineering and logistics.

Internally we are also passionate about reducing any perceived barriers for women within KNAPP to progress - providing support, development and flexible working initiatives that equip them for success and fulfil their career aspirations with us.

This topic is a priority for us, and we are committed to leading the way in bringing about change within our industry and reaping the benefits that come from having greater diversity and inclusion.



A handwritten signature in black ink, consisting of a stylized 'J' followed by a long horizontal stroke.



We fully support the UK Government's drive for companies to be more transparent on gender pay issues and confirm that the data reported is accurate and in line with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.