



Our 2024 Gender Pay Gap Report

January 2025

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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 288 employees, across 22 sites, who actively impart our corporate culture, core values and our KNAPP spirit in all aspects of business.

In 2024 we received a 2-Star accreditation by Best Companies, the second highest standard of workplace engagement - an outstanding increase from our first entry in 2022 as a 'one to watch' accreditation. We are focussed on making KNAPP UK a rewarding, inclusive and great place to work for current and future employees.



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

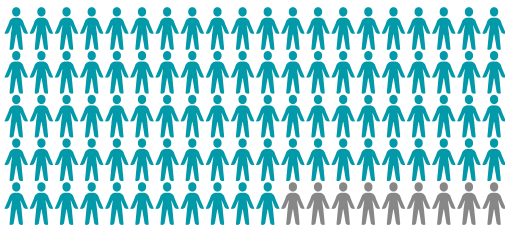
Quartile pay bands

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 2024. At this time there were 289 people within our UK workforce: 26 women and 263 men. The female percentage has increased by 1%.



Men - 91%



Women - 9%

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.

5.4%

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.

11.8%

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 the mean and median gender pay gap for bonus pay as a percentage of men's pay.

-10.2%

Mean gender bonus gap

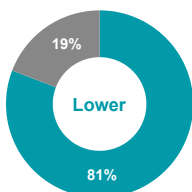
-22.3%

Median gender bonus gap

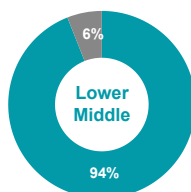
This year 73% of women received a bonus, an increase from 62% last year. This year, 65% of the 289 men received a bonus (172 men), which is lower than last year, where 67% of men received a bonus but the same as 2 years ago.

Quartile pay bands

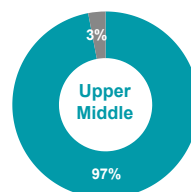
The pay quartile data shows the proportion of men and women across the organisation within each quartile, when hourly rates of pay are ranked from lowest to highest.



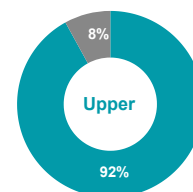
Men in Quartile - 81%
Women in Quartile - 19%



Men in Quartile - 94%
Women in Quartile - 6%



Men in Quartile - 97%
Women in Quartile - 3%



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 2024 and the bonus pay gap is calculated using the 12 months preceding 5 April 2024. This year our total workforce stood at 289 employees on the snapshot date, down from 314 last year, but similar to 2022 levels. Although the proportion of women in the business has seen a year-on-year increase from 8% to 9%, the number of women in the business has only increased by one since last year. The number of men in the business has decreased by 9% since last year, which can be explained by the reduction in our workforce, in part due to a TUPE transfer. Of those who left during the TUPE transfer, 98% were men.

Pay Quartiles

While the numbers of men have reduced in all four quartiles, the numbers of women have increased or remained the same in all except the lower middle quartile, reflected in the smaller percentage of 5.5% compared to 7.7% last year. Of all our women, 69% are placed in the 2 lower quartiles, whereas 48% of men are in the same quartiles. When we look at the upper quartile, there is more balance, with 23% of our female workforce in the quartile and 25% of men, a more positive sign and in line with last year's results.

The number of men in the lower quartile has reduced by 12% since last year, whereas the number of women in the same quartile has increased by 17%. The percentage of women in the lower quartile (when compared to men) has increased from 15% to 19% in 2024.

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 (91%). We are working hard to create a more diverse workforce and can see that this proportion of men has reduced from 92% last year, slowly shifting our gender balance



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 74% 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 employees – our median pay gap is 11.8%. The woman in the middle of the female pay range received 11.8% less than the man in the middle of the male pay range, which means that for every £1 a man receives, a woman receives 88p - unfortunately, an increased gap on last year's calculation, where a woman would have received 92p. This metric can be less informative when numbers are small (i.e. using 26 women). The middle woman's hourly pay fell by 14p compared to the middle man's hourly pay which increased by 86p.

Mean pay gap

To calculate the mean gender pay gap, firstly we add together all the hourly pay rates that women receive and divide 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 5.4% less per hour than the average pay for men, similar to the 5.3% difference last year, yet still lower than the national average of 7.0% (ONS, October 2024). For every £1 earned by a man, a woman earned 95p.

The Board of Directors at KNAPP UK is all male, with the Company Secretary a female, comparable to other organisations in our industry. 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 5.4% to 2.2% (just like last year). If we remove our all-male global team from the data, then our mean gender pay gap would be reduced to 1.4%.

Although our gender pay gap has very slightly increased (by 0.1%) we will continue to drive initiatives to ensure pay transparency and fairness for all and strive to reduce the pay gap further.

Our bonus pay gap

On average, women at KNAPP UK are paid 10.2% more in bonus pay than men (vs 29.9% more last year). So, for every £1 a man receives in bonus pay, a woman receives £1.10. Women are being paid more bonus pay this year on average.

When using the median, women at KNAPP UK receive 23.3% more bonus than men (vs 25.2% more last year). The median figure of pay for both men and women increased this year, however, the negative figure still highlights a gap in favour of women.

Ethnicity Pay Gap - a positive step

Being a fair and inclusive employer goes beyond focussing on the gender pay gap and this year we are also voluntarily reporting on our ethnicity pay gap.

We can only truly become an inclusive employer if our employee base reflects the ethnic diversity of the UK population and, by publishing our data, we aim to be more transparent and accountable in driving fairness across our organisation. Each and every one of us has a different background, qualification and point of view – and that’s a good thing. We place great value on diversity and that is what makes us successful. What unites us is the passion we feel for our daily work: our **KNAPP spirit**.

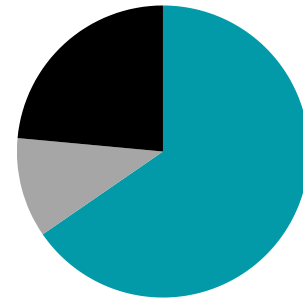
We must protect our employees and ensure that we do not disclose information about them. As we have a small number of employees, our ethnicity pay gap reporting shows the percentage difference in average pay and bonuses for White employees and employees from All Other Ethnic Groups combined, rather than detailing all ethnic groups separately.

KNAPP UK has a mean ethnicity pay gap of 1.2%, and a median of 4.2%. A pay gap of 1.2% means that White employees are in jobs that are paid 1.2% more on average than employees in All Other Ethnic Groups. A negative percentage would show that employees from All Other Ethnic Groups have higher pay and bonuses than White employees. 69.3% of White employees received a bonus compared to 68.75% of employees from All Other Ethnic Groups. The mean bonus gap is 23.3%, meaning that on average White employees are paid 23.3% more in bonus pay than their colleagues from All Other Ethnic Groups. However, when using the median figure (using the middle man and middle woman), the ethnicity bonus pay gap is 0%.

Overall, these calculations demonstrate a positive analysis, with only a very small ethnicity pay gap.

Quartile pay bands

The pay quartile data shows the proportion of White employees and All Other Ethnic Groups (AOEG) across the organisation within each quartile, when hourly rates of pay are ranked from lowest to highest.



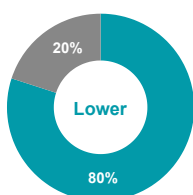
White employees 189
All other ethnic groups 32
Prefer not say 68

1.2%
Mean ethnicity
pay gap

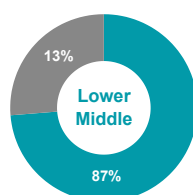
4.2%
Median ethnicity
pay gap

23.3%
Mean ethnicity
bonus gap

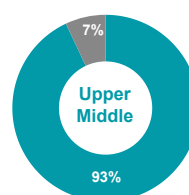
0%
Median ethnicity
bonus gap



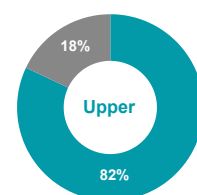
Whites in Quartile - 80%
AOEG in Quartile - 20%



Whites in Quartile - 87%
AOEG in Quartile - 13%



Whites in Quartile - 93%
AOEG in Quartile - 7%



Whites in Quartile - 82%
AOEG in Quartile - 18%

What we're doing

We have 4 key priorities looking ahead into 2025 and we are proud to share our recent efforts.

Diversity and Inclusion

Research shows that more ethnically diverse and fairer organisations are more innovative, deliver better customer service, attract and retain better staff and achieve higher financial performance and so we are pleased to share our ethnicity pay gap data this year for the first time. We will be focussing on our D&I agenda and committing to achieving greater ethnicity data to help guide our strategy in this area.

Our Best Companies survey data shows that we could put more back into the local community, have a stronger social conscience, encourage more charitable activities and help people from disadvantaged backgrounds. We plan to increase awareness and training on sexual harassment, and while we are proud of our family feel and respectful culture, we are aware of our responsibility as an employer and will continue to expect the highest standards of behaviour from our colleagues.

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, such as Breast Cancer, Alzheimer's, Mental Health Awareness and Comic Relief has connected employees across the business.

Female-friendly policies

We continue to provide healthcare benefits through Vitality Health and menopause support via Peppy's digital health platform. This year we committed to reviewing our maternity leave policy to ensure we are becoming an attractive employer.

By enhancing maternity provision beyond statutory requirements, we proudly commit to further supporting our mums in the workplace, and stand above many in our industry. Now, an employee with a minimum of 3 years' service will receive at least 8 weeks at full pay, and 6 weeks at half pay additional to statutory maternity pay while remaining employed for 12 months after their return.



"Before the policy change, thinking about how to budget with one income and SMP for 8.5 months was very stressful, especially with rising costs like nappies. The change made a huge difference, letting me fully enjoy maternity leave without constant financial worry. We could even attend baby classes and occasional coffee dates. Returning to a flexible work environment was also incredibly beneficial, helping juggle work and childcare effectively."

Hester Muir, Customer Service Co-ordinator



Encouraging STEM careers

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. We have had several work experience GCSE-level students join us this year from local schools to encourage our young people to consider careers 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.



Management development

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. We are continuing our focus on this and this insight is valuable for discussion in our senior leadership touchpoints.

Apprenticeships also provide us with a way to encourage more women into management positions and we have apprentices working on their L3 Team Leadership and L5 Operational Management qualifications.

We have also implemented Pinktum, a leading provider of high-quality e-learning and web-based training modules, enabling our employees to develop their leadership, personal, business, communication and interaction skills.

Reflections

Janette Newsham, Head of HR, KNAPP UK

This is our third Gender Pay Gap report, and I am pleased to share that we have maintained the success we had in 2023 and have kept the gender pay gap below the national average.

The business has continued to work on the actions that we committed to last year. Of particular note is the positive change we have made to our maternity provision for new mums in our business, making us more attractive to females considering a career within engineering. We have also seen an increase in requests for flexible working, which we have been able to approve, enabling us to retain female talent that may otherwise have left the business.

We have continued to develop our partnerships with local schools and colleges by offering work experience opportunities that enable us to share that a career in engineering is open to everyone, and for the past 3 years I have personally supported Icknield Community College in preparing their students for post-16 interviews, work placements and apprenticeships by conducting mock interviews. These successful partnerships will continue, and I am sure over time will help to encourage greater diversity within our team and help reduce the pay gap further.

Furthermore, in recognition of our commitment to being a fair and inclusive employer that encourages diversity, we have decided this year to voluntarily report on our ethnicity pay gap too, and pleasingly this shows just a very narrow gap.

Diversity and inclusion remain key priorities, and we are committed to leading change within our industry. With a continued focus on developing female leaders next year through comprehensive training and support, I am confident we will make further progress in closing the gap.



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.

A handwritten signature in black ink, appearing to read 'Janette'.

