



Gender pay reporting

Kuehne + Nagel Drinks Logistics Ltd

**A message from Jon Hettrick, HR Director of Kuehne + Nagel Ltd:**

At Kuehne + Nagel Drinks Logistics, we welcome the government's initiative to have companies publish their Gender pay gaps as a step forward in legislating for equality.

Colleague demographic

Our colleague demographic mirrors the rest of the distribution sector, with a gender split of 91% male and 9% female.

KNUK's gender pay gap

We are very pleased that our approach to equal pay means that our gender pay gap of 10.67% is better than the wider UK economy benchmark of 18.1%. In comparison to the UK distribution industry, we are strides ahead of the reported 38% gap.

We acknowledge that there is always work to be done in ensuring that our colleagues are treated equally regardless of gender, but we are proud to be committed to making progress and seeing positive results compared to other distribution companies.

The story across our contracts

Within our UK operation, which consists of around 77% of our colleagues, we have a number of different contracts. Many of these have a variety of terms and conditions which are designed to suit the variety of Customers we support. Despite this, our like for like roles such as drivers and warehouse operatives are paid and treated the same across the company.

Management and support colleagues

Within our management and support population with bonus eligibility, we can report that we have mean bonus gap of -28.46%, which seems unusual however puts us in a better place than the UK average of 57%.

This is due to there being more men at the lower end of bonus distribution receiving small commission payments, which brings down the male mean bonus payment.

On the other hand we have no median bonus gap which accounts for more women in Management and Support roles where bonuses are aligned across both genders.

What does the future look like?

We continue to address and reduce our pay gap through talent development, and succession planning. The next step would be to identify the 10.67% gap and find some best practice and solutions.

As a responsible organisation, we understand that flexible working can help colleagues to fit work around family responsibilities. We offer support to our colleagues through flexible working patterns wherever possible, including the opportunity to work from home.



We are confident that these initiatives and further discussion across the organisation will help KNDL to reduce its gender pay gap.

We confirm the data reported is accurate. In accordance with the Equality act 2010 (Gender Pay Gap information) regulations 2017, KNDL is required to carry out Gender Pay Gap reporting.

For and on behalf of

KUEHNE + NAGEL LIMITED

Jon Hettrick
HR Director – UK (Lon NP)



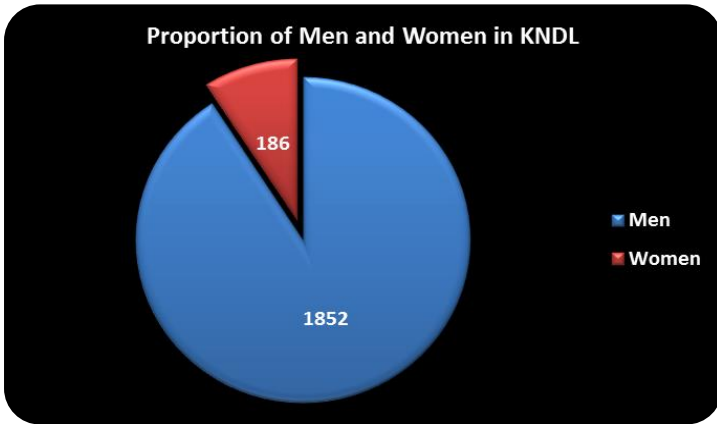
Pay Gap (April 2017)	
KN Demography (Full paid employees in April)	
1.0 Total Number of Men	1852
1.1 Total Number of Women	186
1.2 Total	2038
1.3 Mean Pay for Men	£14.57
1.4 Mean pay for Females	£13.01
1.5 Mean Gap %	10.67%
1.6 Median Pay for Men	£14.29
1.7 Median pay for Women	£11.60
1.8 Median Gap %	18.85%

1.9 Proportion of Men and Women in each Quartile					
Percentile	Men	%	Women	%	Total
Quarter 1 (0% - 25%)	415	81%	95	19%	510
Quarter 2 (26%- 50%)	468	92%	42	8%	510
Quarter 3 (51%- 75%)	496	97%	13	3%	509
Quarter 4 (76%- 100%)	473	93%	36	7%	509

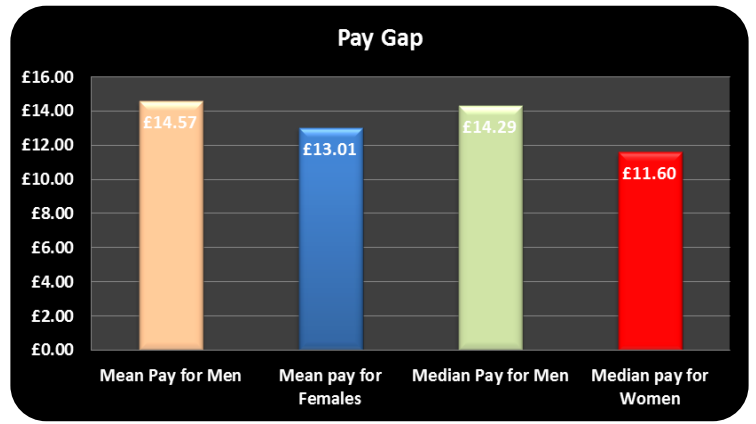
**The Population is divided in to four groups*



Pay Gap

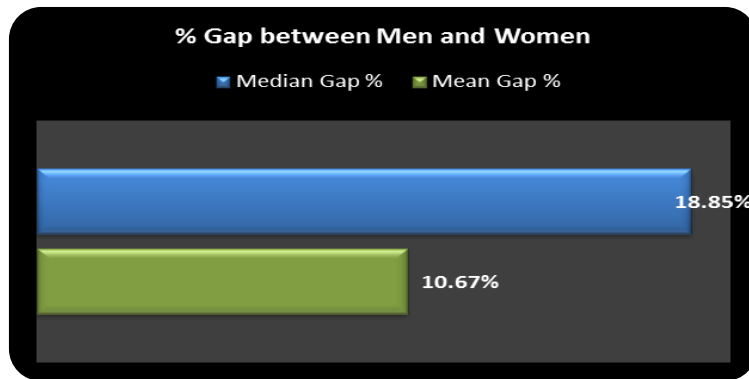


1.2: Total full paid Men and Women for Females



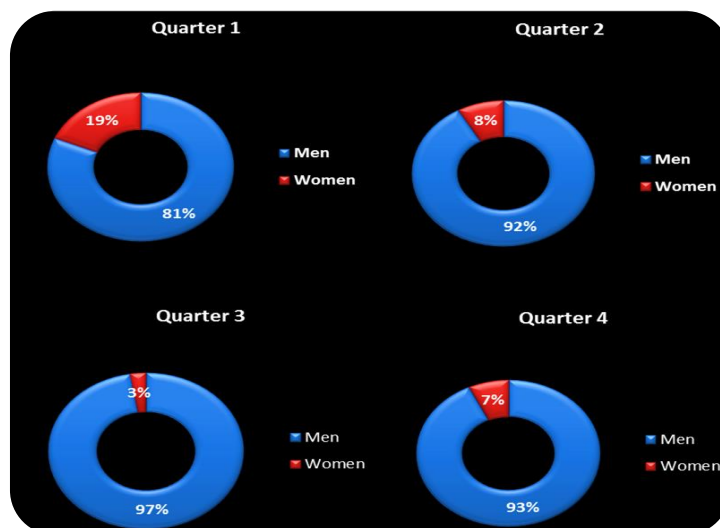
1.3 Mean Pay for Men: 1.4 Mean pay for Females

1.6 Median Pay for Men: 1.7 Median pay for Women



1.8 Median Gap %: 1.5 Mean Gap %

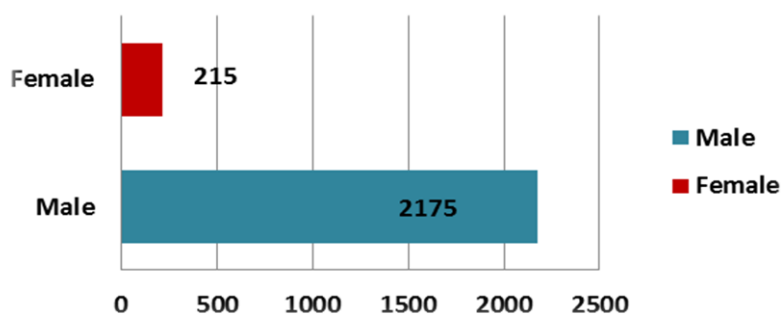
1.9 Proportion of Men and Women in each Quartile





Bonus Gap (April 2016-17)	
2.0 Total Number of Males Receiving Bonus	359
2.1 Total Number of Females Receiving Bonus	46
2.2 Total Employees receiving a Bonus	405
2.3 Total Value Of Male Bonuses	£207,750
2.4 Total Value Of Female Bonuses	£34,196
2.5 Mean Male Bonus	£578.69
2.6 Mean Female Bonus	£743.40
2.7 Mean Bonus Gap	-28.46%

Total Relevant employees in April Payroll Report

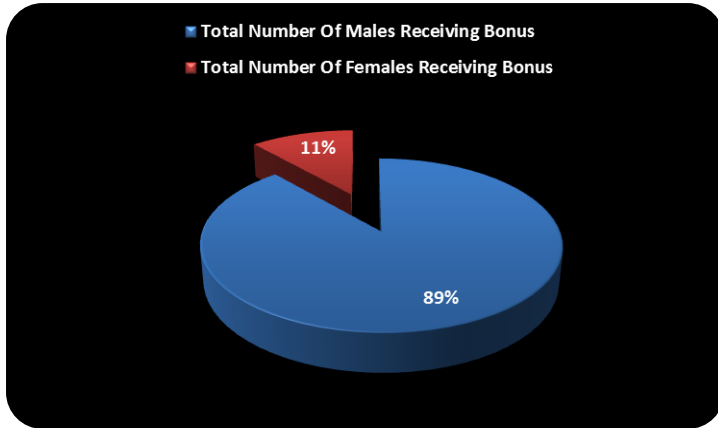


2.8 Proportion of Men and Women Receiving Bonuses	
Men	16.51%
Women	21.40%

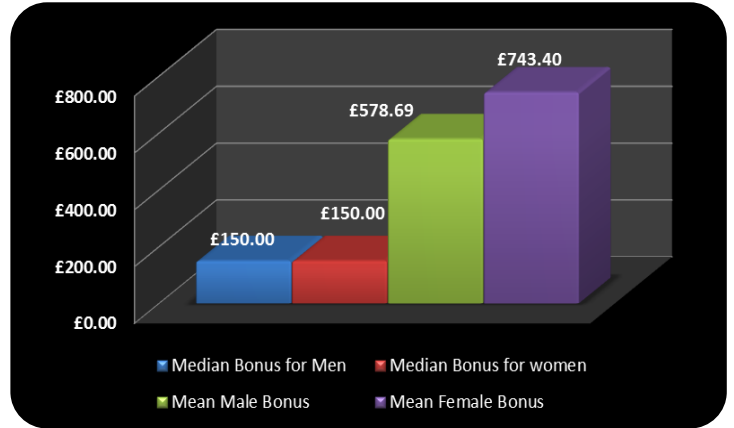
2.9 Male Median Bonus Payment	£150.00
3.0 Female Median Bonus Payment	£150.00
3.1 Median Bonus Gap	0%



Bonus Gap

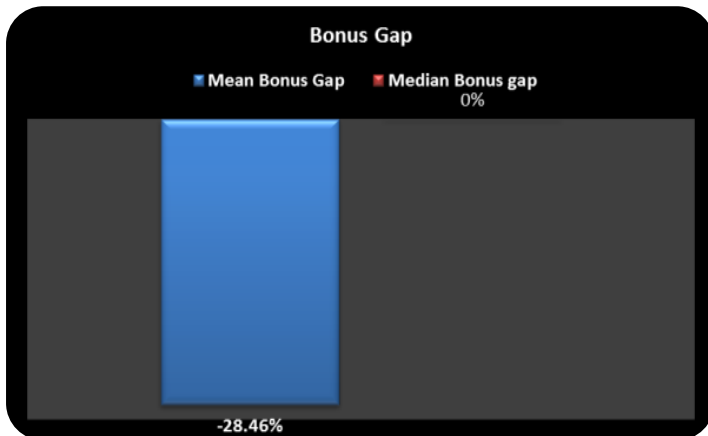


2.2 Total Employees receiving a Bonus

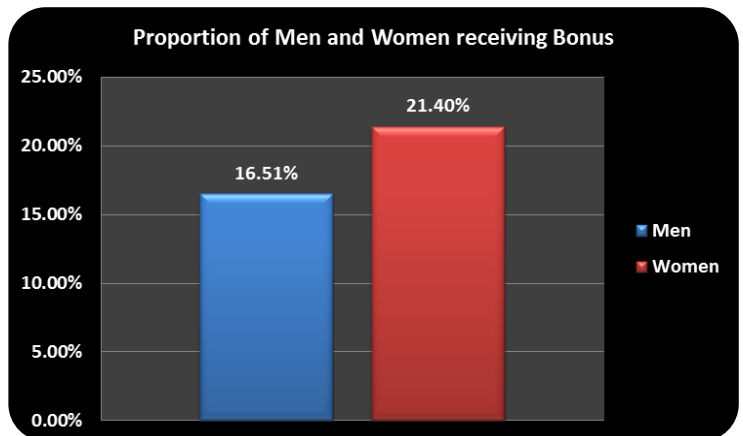


2.9 Male Median Bonus Payment: 3.0 Female Median Bonus Payment

2.5 Mean Male Bonus: 2.6 Mean Female Bonus



3.1 Median Bonus Gap: 2.7 Mean Bonus Gap Women Receiving Bonuses



2.8 Proportion of Men and Women Receiving Bonuses