



# Gender pay reporting

---

November 2017



## **Narrative**

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

At KNUK, 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 80% male and 20% female.

#### **KNUK's gender pay gap**

We are very pleased that our approach to equal pay means that our gender pay gap of 6% is significantly 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 80% 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 with a mean bonus gap of 29.24% we are better placed than the UK average of 57%.

This difference is greater than we would like; explained by the fact that there are more men than women in positions with higher potential bonuses which distorts the picture across the bonus-eligible population.

Our median bonus gap is -61.5%, which seems unusual compared to our mean bonus gap. This is due to there being more men at the lower end of bonus distribution receiving small commission payments, which brings down the male median bonus payment.

#### **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 6% 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.



And we are confident that these initiatives and further discussion across the organisation will help KN 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, KN is required to carry out Gender Pay Gap reporting.

**For and on behalf of**

**KUEHNE + NAGEL LIMITED**

**Jon Hettrick**  
**HR Director – UK (Lon NP)**



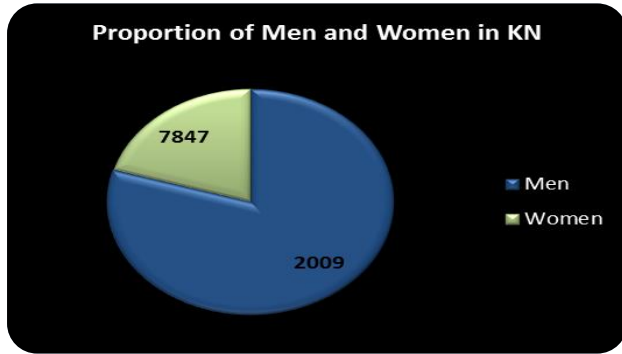
<b>Pay Gap (April 2017)</b>	
<b>KN Demography (Full paid employees in April)</b>	
1.0 Total Number of Men	<b>7847</b>
1.1 Total Number of Women	<b>2009</b>
<b>1.2 Total</b>	<b>9856</b>
1.3 Mean Pay for Men	<b>£14.04</b>
1.4 Mean pay for Females	<b>£13.19</b>
<b>1.5 Mean Gap %</b>	<b>6%</b>
1.6 Median Pay for Men	<b>£12.74</b>
1.7 Median pay for Women	<b>£11.38</b>
<b>1.8 Median Gap %</b>	<b>11%</b>

<b>1.9 Proportion of Men and Women in each Quartile</b>					
<b>Percentile</b>	<b>Men</b>	<b>%</b>	<b>Women</b>	<b>%</b>	<b>Total</b>
Quarter 1 (0% - 25%)	1734	70%	730	30%	2464
Quarter 2 (26%- 50%)	1972	80%	492	20%	2464
Quarter 3 (51%- 75%)	2124	86%	340	14%	2464
Quarter 4 (76%- 100%)	2017	82%	447	18%	2464

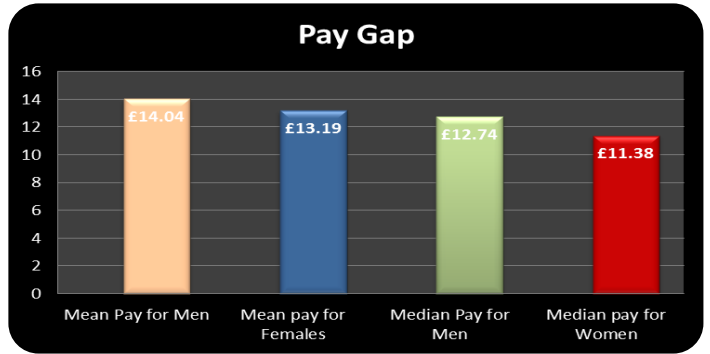
*\*The Population is divided in to four groups*



## Pay Gap

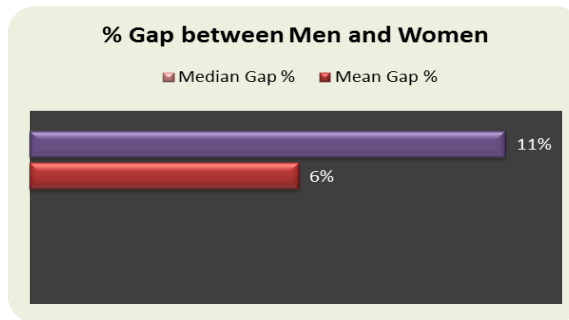


1.2: Total full paid Men and Women



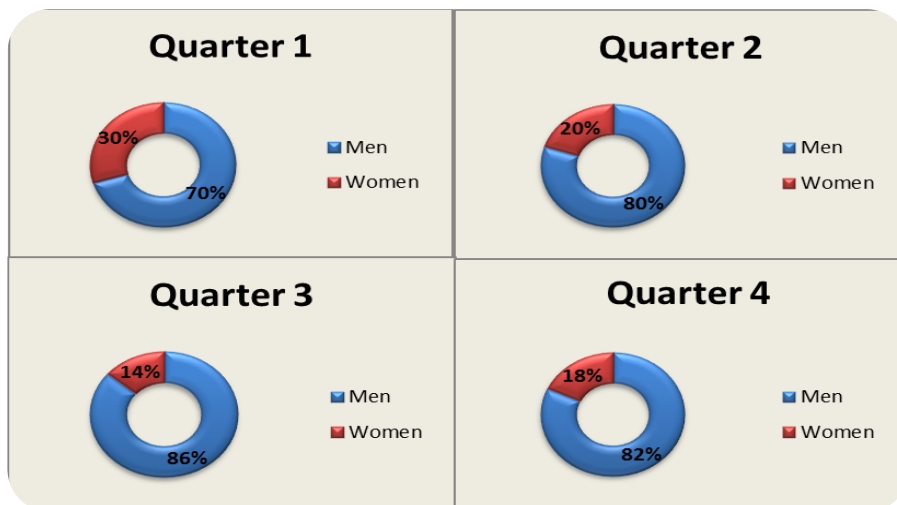
1.3 Mean Pay for Men: 1.4 Mean pay for Females

1.6 Median Pay for Men: 1.7 Median pay for Women



1.8 Median Gap %: 1.5 Mean Gap %

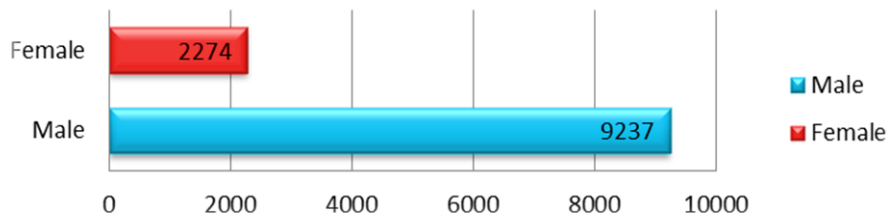
### 1.9 Proportion of Men and Women in each Quartile





<b>Bonus Gap (April 2016-17)</b>	
<b>2.0 Total Number of Males Receiving Bonus</b>	<b>1453</b>
<b>2.1 Total Number of Females Receiving Bonus</b>	<b>494</b>
<b>2.2 Total Employees receiving a Bonus</b>	<b>1948</b>
<b>2.3 Total Value Of Male Bonuses</b>	<b>£6,346,707</b>
<b>2.4 Total Value Of Female Bonuses</b>	<b>£1,526,780</b>
<b>2.5 Mean Male Bonus</b>	<b>£4,368.00</b>
<b>2.6 Mean Female Bonus</b>	<b>£3,090.65</b>
<b>2.7 Mean Bonus Gap</b>	<b>29.24%</b>

**Total Relevant employees in April Payroll Report**

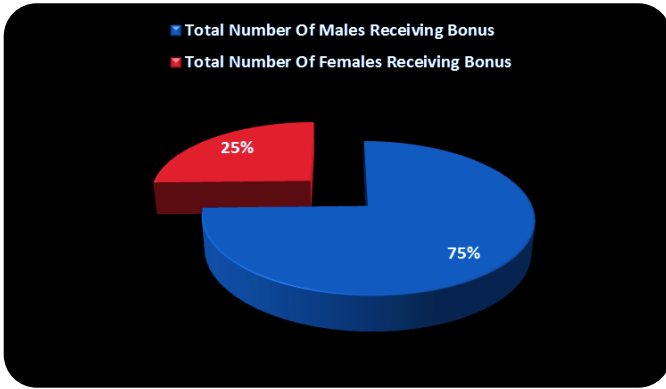


<b>2.8 Proportion of Men and Women Receiving Bonuses</b>	
<b>Men</b>	<b>15.73%</b>
<b>Women</b>	<b>21.72%</b>

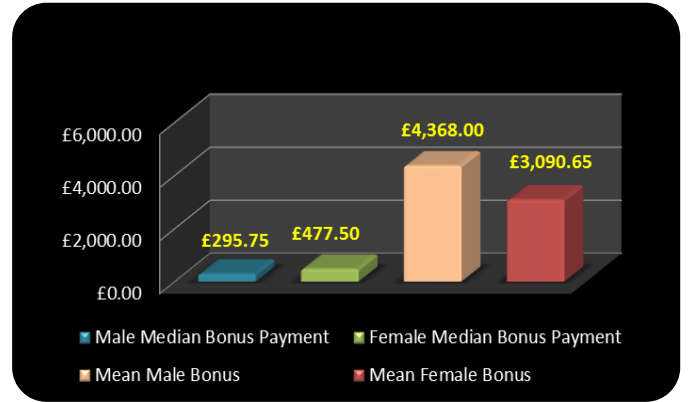
<b>2.9 Male Median Bonus Payment</b>	<b>£295.75</b>
<b>3.0 Female Median Bonus Payment</b>	<b>£477.50</b>
<b>3.1 Median Bonus Gap</b>	<b>-61%</b>



**Bonus Gap**

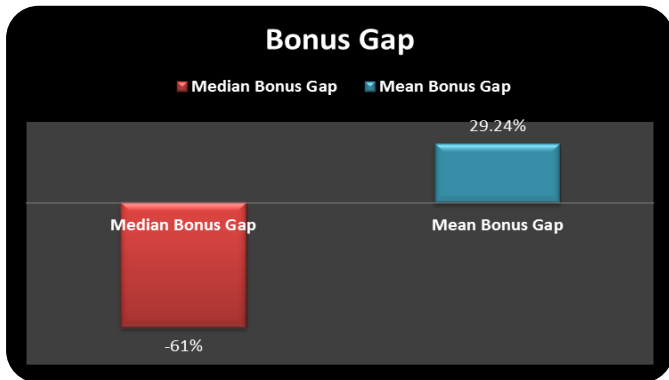


2.2 Total Employees receiving a Bonus

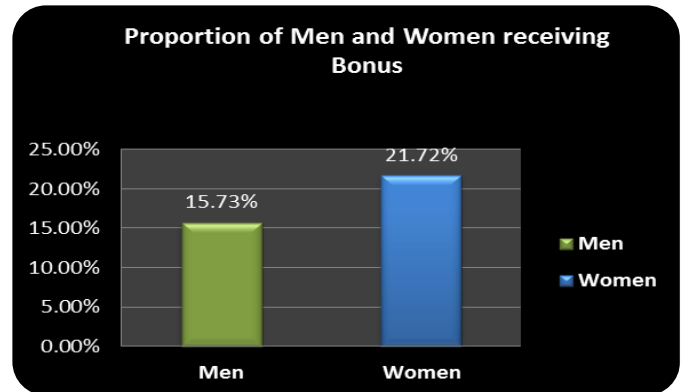


2.9 Male Median Bonus Payment: 3.0 Female Median Bonus Payment

2.5 Mean Male Bonus: 2.6 Mean Female Bonus



3.1 Median Bonus Gap: 2.7 Mean Bonus Gap



2.8 Proportion of Men and Women Receiving Bonuses