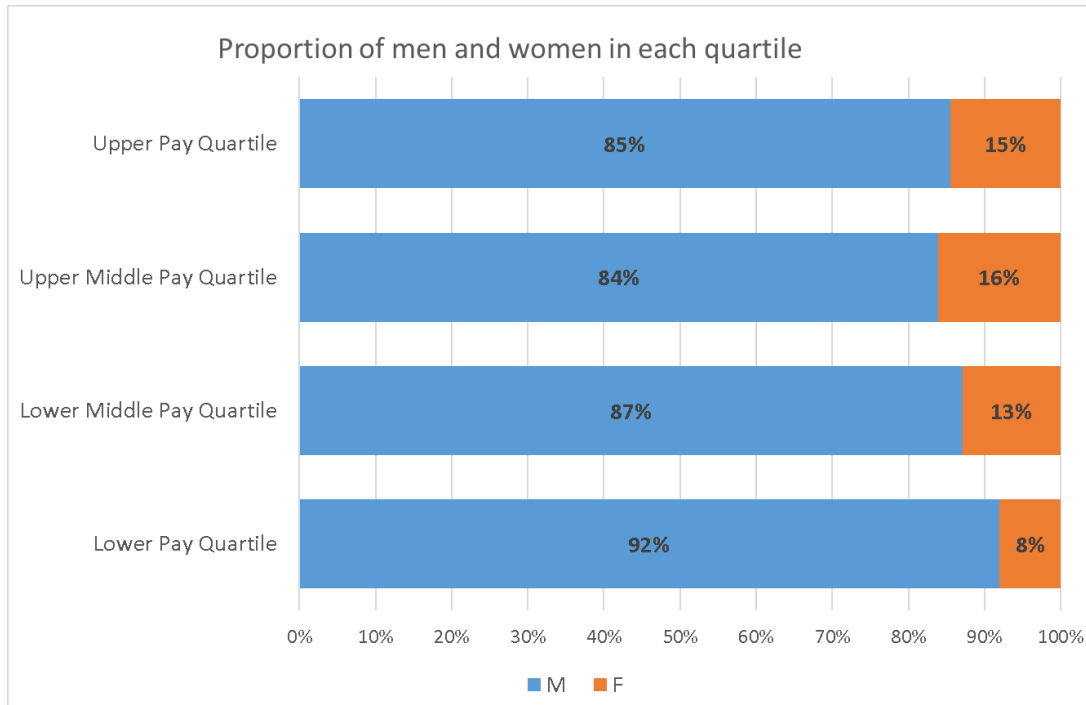


2020 Gender Pay Reporting



At the mean, women's hourly pay rate is **2.1%** higher than that of men

At the median, women's hourly pay rate is **4.2%** higher than that of men

Knowles operates within the Transport & Distribution Sector. Knowles' proportion of males and females are 87% and 13% respectively. It has been difficult to redress this balance as the HGV Driver demographics of our workforce, largely due to social factors such as lone working, long hours and spending nights out in the vehicle.

Together with my leadership team we continue to promote a culture where all are welcome, all contributions are recognised and promotion is based purely on talent, regardless of gender, sexuality, ethnicity, or any other characteristic.

I confirm the data and information is accurate as of 5th April 2020 and in line with the Gender Pay reporting regulation.

Alex Knowles
Managing Director