

Knights' Gender Pay Gap Report 2018

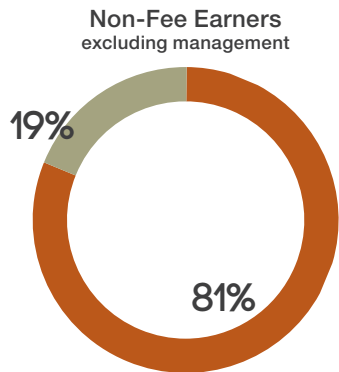
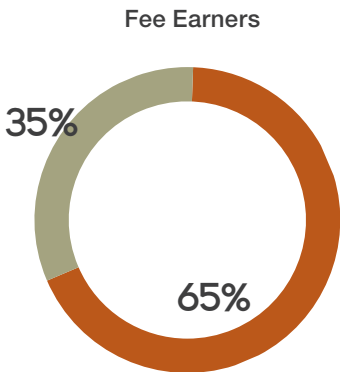
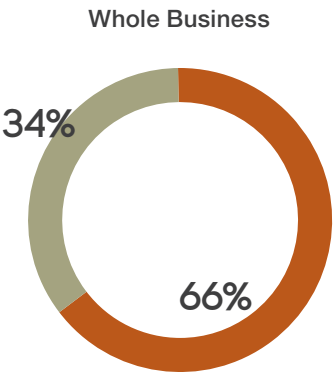
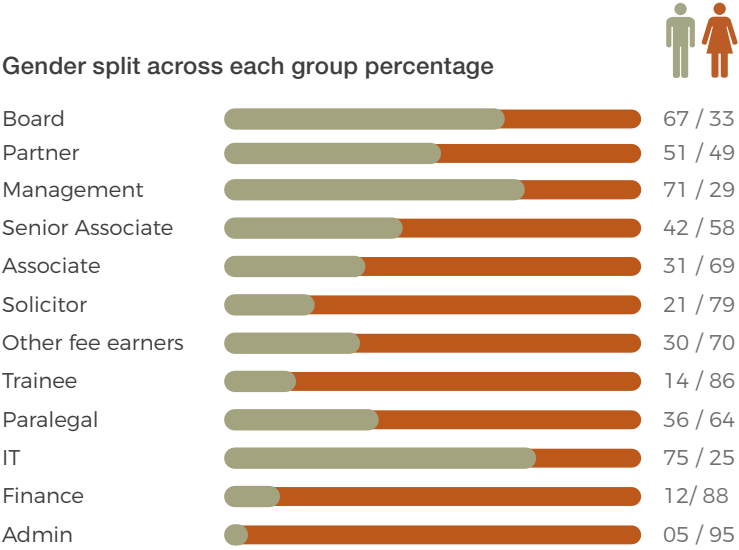
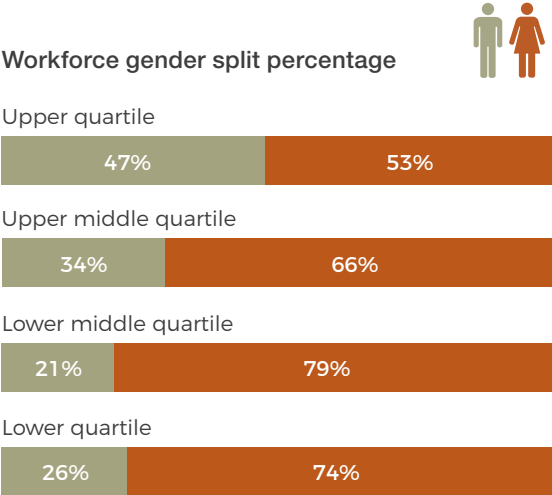
At Knights, we are committed to maintaining a culture of fairness, openness and trust. By continuing to foster our environment of balance and positivity, we enable all of our people equally to strive to fulfil their own potential.

Knights is required by law to publish an annual gender pay gap report (Report).

As a corporate entity, Knights is unusual within the legal sector and as such, all of the data within this Report incorporates the remuneration of everyone within the business including all partners and Board members.

The information provided in this Report, therefore, clearly reflects the position at Knights and the analysis demonstrates our even handed approach across all aspects of the business.

1. PAY QUANTILES

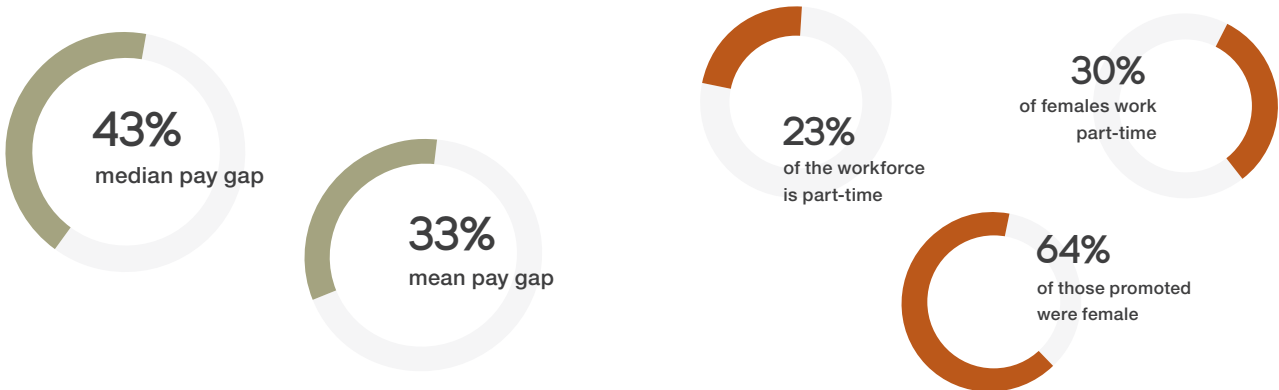


2. GENDER PAY GAP

Under the law, men and women must receive equal pay for the same or broadly similar work, work rated as equivalent under a job evaluation scheme or work of equal value. Knights has a clear policy of paying employees equally for the same or equivalent work.

Knights' gender pay gap has decreased over the last 12 months and we are pleased to be able to say that it compares favourably with that of other organisations within our industry driven by our more junior fee earners progressing to more senior levels as they gain experience. We are proud that we have reached the point where roughly half our partners are Female and half are Male. We anticipate the trend continuing given the makeup of our talent pipeline. We are confident that our gender pay gap does not stem from paying women differently for the same or equivalent work. Rather that the gender pay gap is the result of the roles in which men and women work within our business and the salaries that these roles attract.

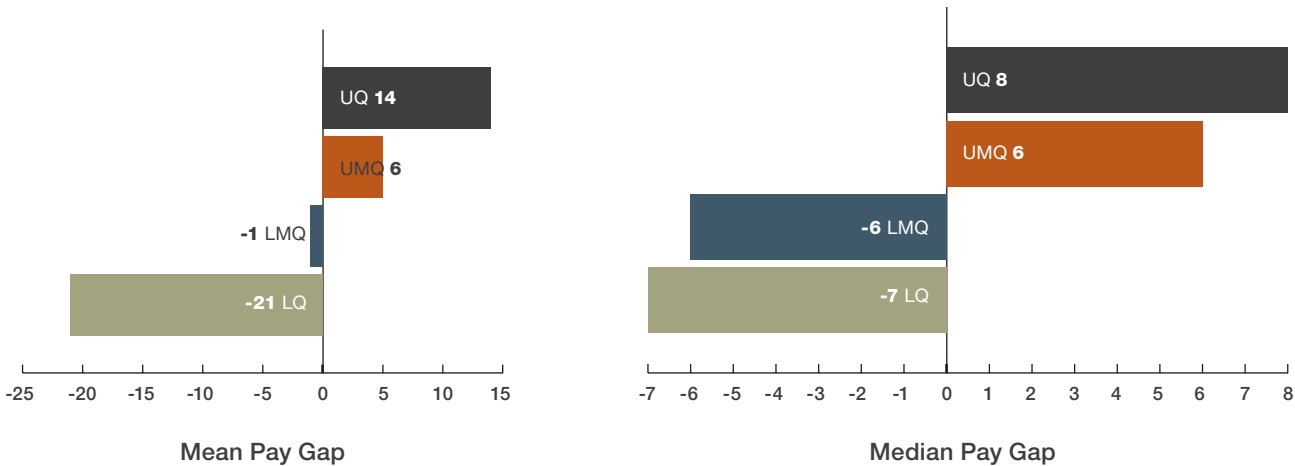
Knights is proud of its commitment to fairness and equality to all of its workforce. We are confident that historical gender gaps arising through restricted access to the profession generally have been eroded quickly at Knights which is demonstrated by the fact that three of our seven Board members are female.



Hourly Pay Gap

Knights supports flexible working arrangements and promotes on merit.

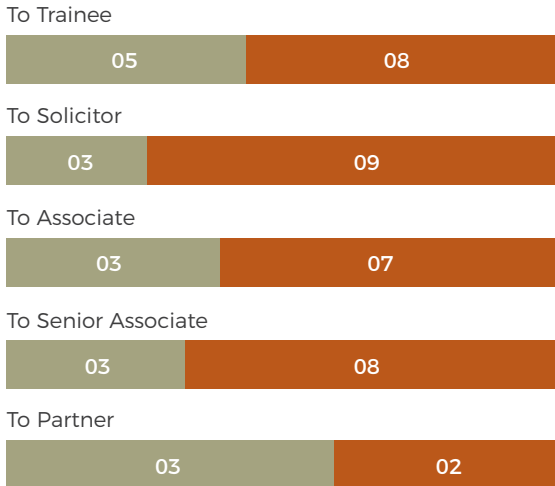
3. GENDER PAY GAP ACROSS THE QUARTILES



4. PROMOTIONS

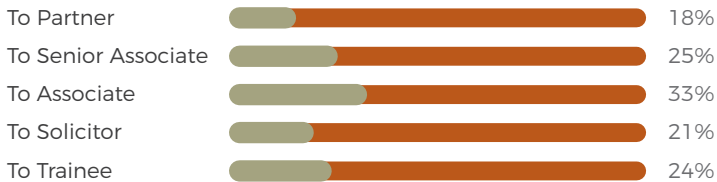


Promotions by gender

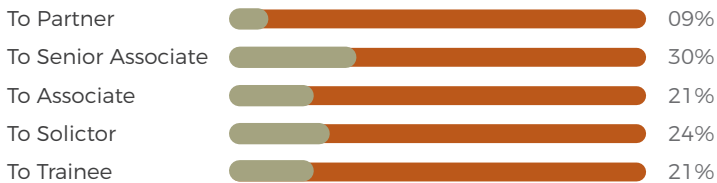


Promotions as a proportion of the gender

Percentage of males promoted



Percentage of females promoted



5. REMUNERATION

Knights takes care in its review of remuneration across the business. Feedback from our colleagues was consistently in favour of salary reviews to reflect performance.

We do not pay bonuses as we prefer to pay a higher non-discretionary salary and offer improved employee benefits, such as enhanced maternity pay.

DECLARATION

I confirm that the data in this report has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Mark Whitehouse
HR Director, Knights Professional Services Ltd