

Gender Pay Gap Report 2022

Introduction

This statement is made by KROHNE Ltd. in accordance with the requirements of the UK Equality Act 2010 and the guidance of the Equality and Human Rights Commission (EHRC).

The snapshot date for this report is 05 April 2022 and covers the UK business.

Our business

KROHNE Ltd. is the wholly owned UK based subsidiary of the international KROHNE Group which specialises in the design, manufacture, sale and after sales support of process instrumentation and control equipment. KROHNE Group is headquartered in Duisburg, Germany with a worldwide network of companies generating a turnover exceeding €652m and employing around 4,181 people.

In common with other similar sectors, the industry is heavily male dominated – particularly in the areas of manufacturing and technical support.

Function	Male	Female
Production	94	6
Technical support	60	2
Administration	39	34
Sales	15	3
Total	208	45

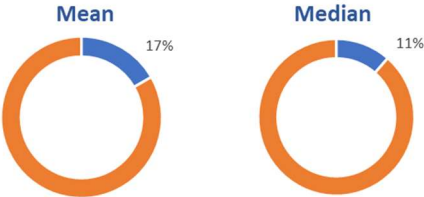
Our policies

KROHNE Ltd. is an equal pay employer and is committed to the principle of equal opportunities. Any gender pay gap does not stem from paying differently for the same or equivalent work, it is the result of the roles in which different genders work within the company.

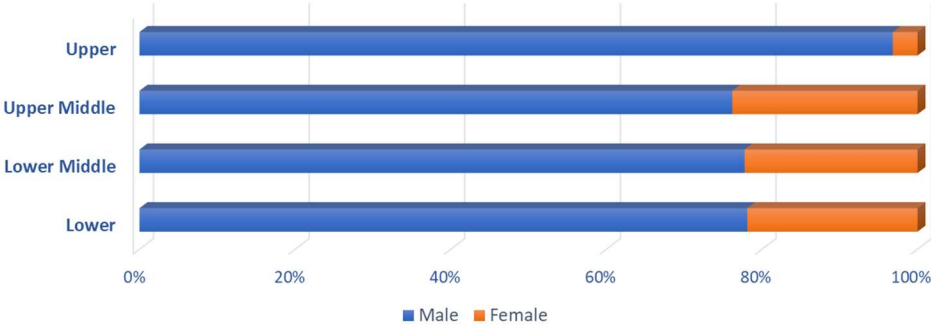
The company is actively engaging with local schools and colleges to raise awareness of STEM careers for both male and female students and all employees are required to receive training in diversity, inclusion, and equality.

Hourly pay gap

On average, the hourly rate for male employees is 17% higher than that for female employees. The median hourly pay rate equivalent for male employees is 11% higher than that for female employees.

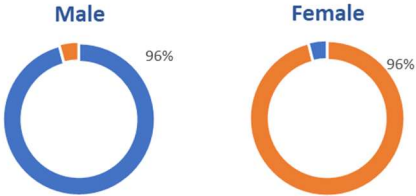


Pay quartiles



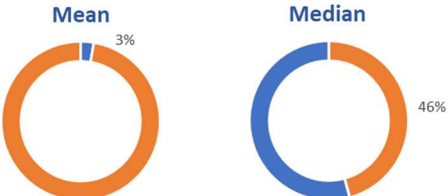
Proportion of employees receiving bonus pay

The same proportion of males as females received bonus pay. However, due to the timing of the recruitment of staff and its impact on their eligibility to join the bonus scheme in this period a small number of employees did not receive a bonus payment.



Bonus pay gap

On average for the business, the bonus payments to male employees are 3% higher than those paid to female employees. The median bonus paid to female employees is 46% higher than the median bonus paid to male employees. These differences reflect the gender balance in the organisations structure with a higher proportion of males in management and senior technical positions, and the mix of different bonus scheme parameters.



Statement

I confirm that the data published in this report is accurate.

Edward Jukes
 General Manager
 Technical Director
 KROHNE Ltd