

Gender Pay Gap Report 2023

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 2023 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 €731m and employing around 4,059 people globally.

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

Function	Male	Female
Production	108	11
Technical support	62	3
Administration	47	34
Sales	13	4
	230	52

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.

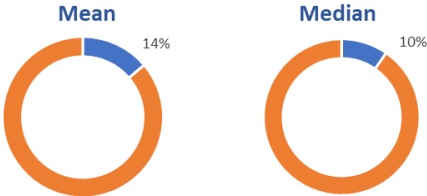
We recognise that achieving gender equality in the workplace is essential, and we are dedicated to fostering an environment where all employees have equal opportunities for advancement and compensation.

To promote gender equality and diversity in our workforce we have engaged with local schools and colleges to highlight the importance of STEM roles and encourage more women to pursue careers in these fields. In addition, we participated in the MAKE UK National Manufacturing Day in September 2023 where we opened our doors for our local community and schools to see the potential careers and opportunities in manufacturing.

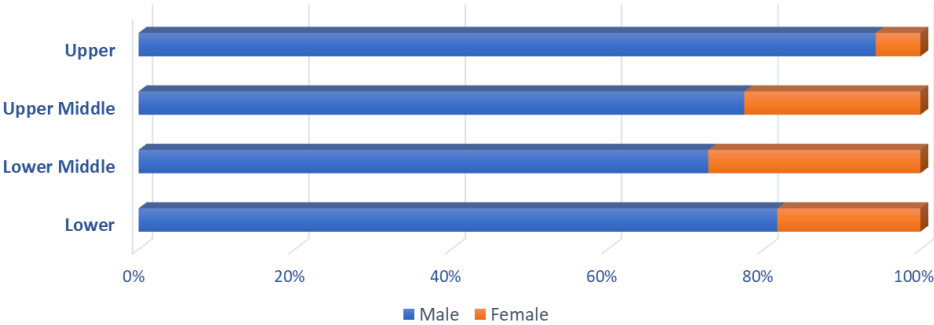
We are committed to continually evaluating our progress to ensure that we are making tangible strides towards gender equality and diversity in our workforce. We believe that by fostering a culture of inclusivity and providing equal opportunities for all we will attract and retain our most important asset, our people.

Hourly pay gap

On average, the hourly rate for male employees is 14% higher than that for female employees. The median hourly pay rate equivalent for male employees is 10% higher than that for female employees.

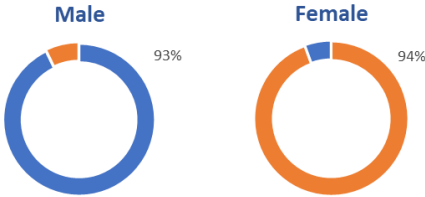


Pay quartiles



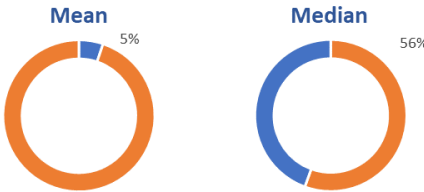
Proportion of employees receiving bonus pay

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 5% higher than those paid to female employees. The median bonus paid to female employees is 56% 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
Managing Director
KROHNE Ltd