

## Gender Pay Gap Report 2021

### 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 2021 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 €500m and employing around 4,000 people.

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

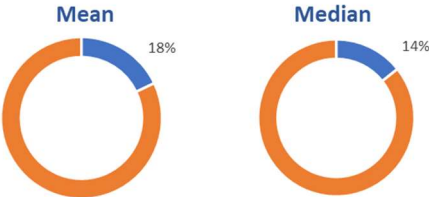
Function	Male	Female
Administration	41	34
Production	98	9
Sales	16	5
Technical support	57	2
<b>Total</b>	<b>212</b>	<b>50</b>

### Our policies

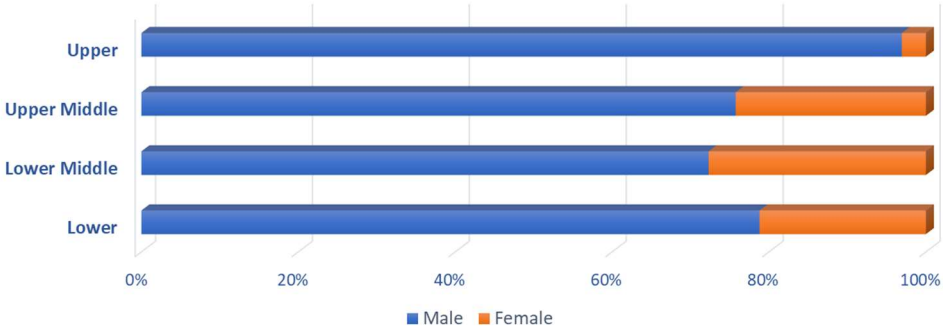
KROHNE Ltd. is an equal pay employer and is committed to the principle of equal opportunities. Any gender pay gap does not stem from paying differently for the same or equivalent work, it is the result of the roles in which different genders work within the company.

**Hourly pay gap**

On average, the hourly rate for male employees is 18% higher than that for female employees. The median hourly pay rate equivalent for male employees is 14% higher than that for female employees.

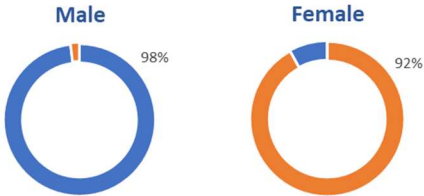


**Pay quartiles**



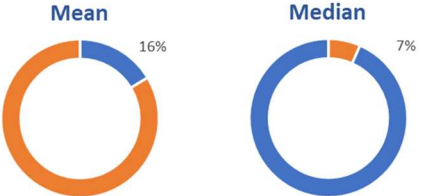
**Proportion of employees receiving bonus pay**

Due to the timing of the recruitment of staff and its impact on their eligibility to join the bonus scheme in this period, a higher proportion of males received bonus pay.



**Bonus pay gap**

On average for the business, the bonus payments to male employees are 16% higher than those paid to female employees. The median bonus paid to female employees are 7% 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 sales, 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