

Gender Pay Gap Report 2020

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 April 2020 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.

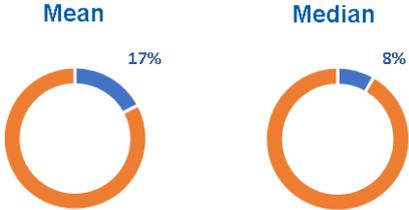
Function	Male	Female
Administration	41	32
Production	111	12
Sales	15	4
Technical support	58	2
Total	225	50

Our policies

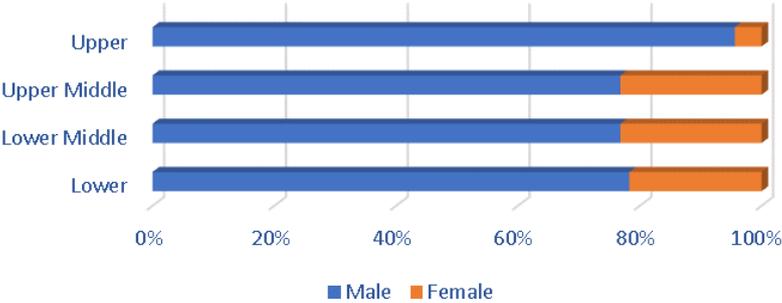
KROHNE Ltd. is an equal pay employer and is committed to the principle of equal opportunities. Any gender pay gap does not stem from paying differently for the same of equivalent work, it is the result of the roles in which different genders work within the company.

Hourly pay gap

On average, the hourly rate for male employees is 17% higher than that for female employees. The median hourly pay rate equivalent for male employees is 8% higher than that for female employees.

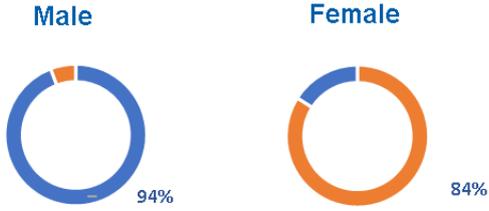


Pay quartiles



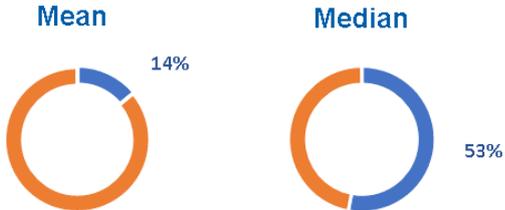
Proportion of employees receiving bonus pay

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 14% higher than those paid to female employees. The median bonus paid to male employees are 53% higher than the median bonus paid to female employees. These differences reflect the gender balance in the organisations structure with a higher proportion of males in sales, management and senior technical positions.



Statement

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

Edward Jukes
 General Manager
 Technical Director
 KROHNE Ltd