

Gender Pay Gap Report 2024

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 2024 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 €752m and employing around 4,111 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	86	11
Technical support	59	1
Administration	46	36
Sales	11	4
	202	52

Our gender pay gap data reflects a reduction in the number of male employees compared to last year, while the number of female employees has remained consistent. This shift in workforce may have an impact on our overall gender pay gap figures.

Our policies

As our gender balance evolves, we remain committed to ensuring equitable pay and opportunities for all employees. We will continue to review our workforce trends and take proactive steps to support gender diversity and pay equality across the business.

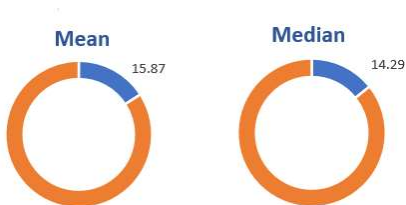
KROHNE Ltd. is committed to equal pay and upholding the principle of equal opportunities. Our gender pay gap does not arise from unequal pay for the same or equivalent work but reflects the distribution of roles across different genders within the company.

We recognise that workplace gender equality is crucial, and we are dedicated to creating an environment where all employees have fair opportunities for career progression and compensation. To support gender diversity, we actively engage with local schools and colleges to promote STEM careers and encourage more women to enter our industry. Additionally, we participated in the MAKE UK National Manufacturing Day in September 2024, welcoming our local community and schools to explore the career opportunities available in manufacturing.

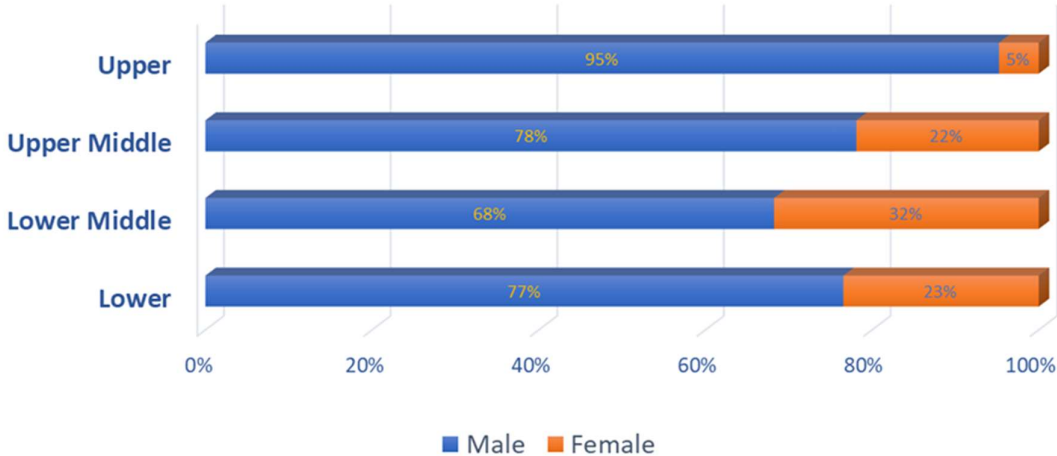
We remain committed to regularly assessing our progress to ensure meaningful advancements in gender equality and diversity. By fostering an inclusive culture and ensuring equal opportunities for all, we aim to attract, develop, and retain our greatest asset—our people.

Hourly pay gap

On average, the hourly rate for male employees is 16% 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

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. Those who did not receive bonus was result of employees joining in January upto the snapshot point.



Bonus pay gap

On average for the business, the bonus payments to male employees are 31% higher than those paid to female employees (mean figure). The median bonus paid to female employees is 14% 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