

Gender Pay Gap Report 2025

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 2025 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 €795.7m and employing around 4,253 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	81	10
Technical support	60	1
Administration	47	34
Sales	13	4
	201	49

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.

As part of our Academic Engagement Programme, we work closely with local schools, colleges, and universities to promote careers in engineering and manufacturing. While our initiatives are not exclusively targeted at female students, we actively encourage female participation across all activities. For example, we have hosted factory site tours for an all-girls school, and our STEM Ambassadors, alongside our Learning and Development Business Partner, consistently promote attendance by female students at career talks and outreach events.

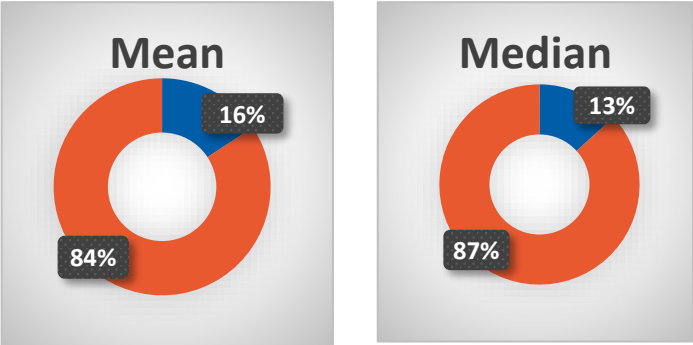
In 2025, five female students participated in the Oundle School Engineering Outreach Programme, which provides state school students with the opportunity to visit KROHNE Ltd annually. A similar level of female participation is anticipated for 2026. We also engaged with the University of Northampton's RoboSoc society, welcoming a group that included four female students for an on-site visit to our robotic engineering line.

KROHNE Ltd will sponsor a state school STEM On Track go-kart project for 2026, which includes female representation within the student team.

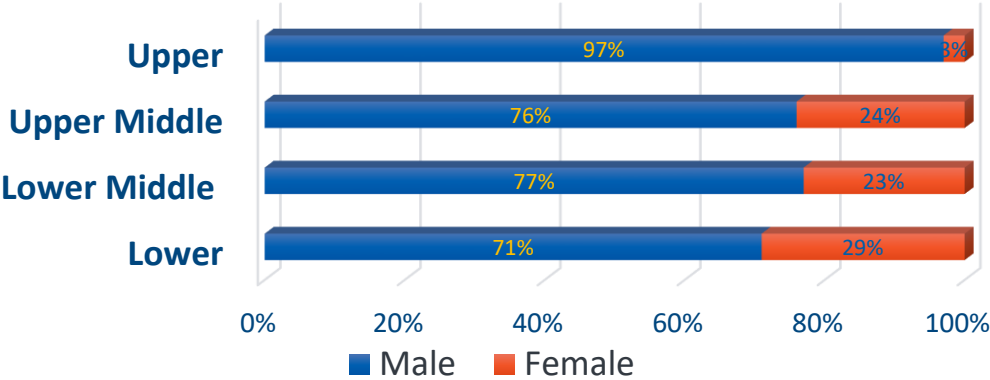
We remain committed to regularly assessing our progress to ensure meaningful advancements in gender equality and diversity. By fostering an inclusive culture and ensuring equal opportunities for all, we aim to attract, develop, and retain our greatest asset—our people.

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 13% higher than that for female employees compared with 14% the year before.

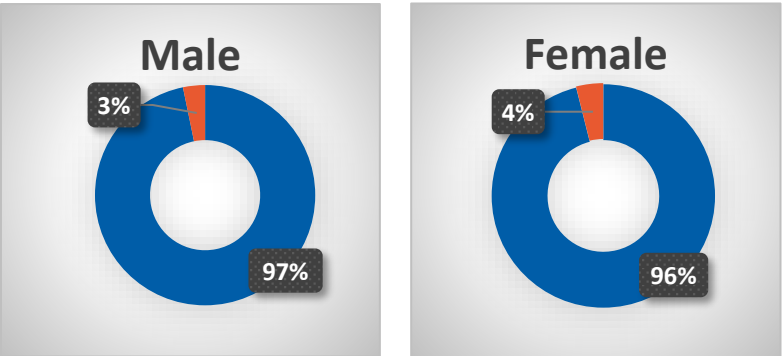


Pay quartiles



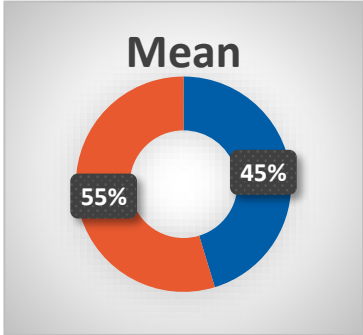
Proportion of employees receiving bonus pay

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 because of employees joining in January up to the snapshot point.



Bonus pay gap

The median bonus paid to female employees is the same as the median bonus paid to male employees. Female average bonus pay is 45% lower than male average bonus pay. This difference reflects 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