

## CLdN Ports Killingholme Limited - Gender Pay Gap Report 2025

This is the Gender Pay Gap Report for CLdN Ports Killingholme Limited published in accordance with the requirements of *The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017* for the snapshot date of 5 April 2025 (“Snapshot Date”).

CLdN Ports Killingholme met the threshold for number of employees on the Snapshot Date. All data in the report is as at the Snapshot Date.

### Gender Split

The gender split of employees on the Snapshot Date of 5 April 2025 was 84.4% male and 15.6% female.

### Gender Pay Gap

The mean gender pay gap is 0.5%.

The median gender pay gap is -1.0%.

### Bonus Gender Pay Gap

98.1% of male employees and 97.9% of female employees received a bonus in the 12-months preceding the Snapshot Date.

The mean bonus pay gap is -4.1%.

The median bonus pay gap is 22.6%.

### Quartile Pay Bands

The table below shows the proportion of male and female employees in each of four pay bands based on the CLdN Ports Killingholme’s overall pay range:

| Salary Quartile | Male  | Female |
|-----------------|-------|--------|
| Upper           | 83.6% | 16.4%  |
| Upper Middle    | 85.3% | 14.7%  |
| Lower Middle    | 98.5% | 1.5%   |
| Lower           | 70.1% | 29.9%  |

### Written Statement

The gender pay gap information in this report was reviewed and approved by the board of directors on 24 March 2026 and confirmed to be accurate.

### Signed by authority of the board of directors by

**Paul Van Malderen**  
Director  
24 March 2026