



CLdN Ports Killingholme Limited - Gender Pay Gap Report 2023

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 2023 (“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 2023 was 86% male and 14% female.

Gender Pay Gap

The mean gender pay gap is -5.4%.

The median gender pay gap is -0.1%.

Bonus Gender Pay Gap

95.3% of male employees and 94.7% of female employees received a bonus in the 12-months preceding the Snapshot Date.

The mean bonus pay gap is 0%.

The median bonus pay gap is 0%.

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	78%	22%
Upper Middle	93.2%	6.8%
Lower Middle	100%	0%
Lower	71.2%	28.8%

Written Statement

The gender pay gap information in this report was reviewed and approved by the board of directors on 21 March 2024 and confirmed to be accurate.

Signed by authority of the board of directors by

Paul Van Malderen
Director
21 March 2024