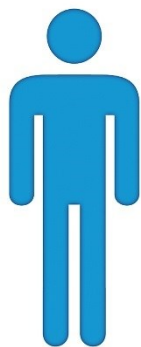
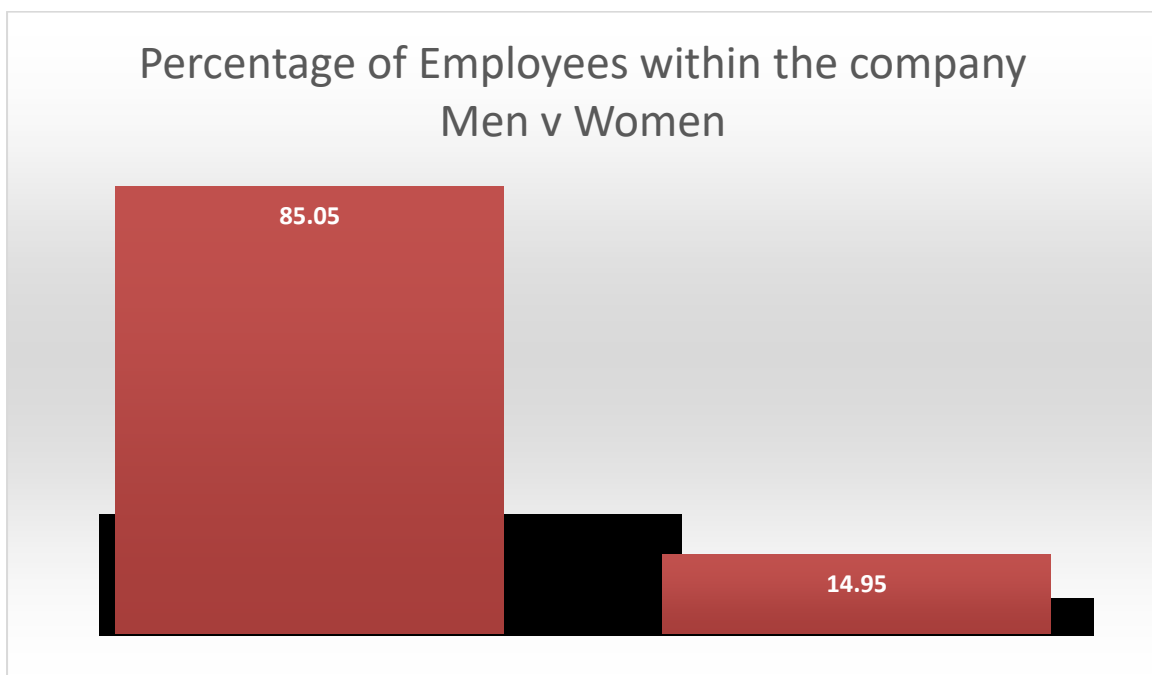


Konecranes Demag UK Ltd – Gender Pay Gap Report - 2020

As Konecranes Demag UK Ltd are an employer with a workforce of 250 employees or more (based on 5th April 2020) we are required by law from 2017 to report on the companies Gender Pay Gap figures.

The requirement is to carry out six calculations which show the size of the gender pay gap between our male and female employees. Using the Gender Pay Gap legislation, the relevant figures have been calculated and are set out in the report below.

There is a gender pay gap within the company, as there is in most UK companies, however one of the main reasons for this is that we employ more men in technician roles and more women in administrative roles.



455 Male Employees



80 Female Employees

(Employees eligible to be included in the Gender Pay Gap calculations)

GENDER PAY GAP RESULTS

Our MEAN gender pay gap is 17.3 %

(Compared to a figure of 27.6% in 2018 & 21.67% in 2019)

Our MEDIAN gender pay gap is 20.6 %

(Compared to a figure of 28.3% in 2018 & 26.24% in 2019)

Pay Quartiles

A summary of how men and women sit within quartile pay bands.

QUARTILE	PERCENTAGE OF MEN	PERCENTAGE OF WOMEN
Lower Quartile	69.67 %	30.33 %
Lower Middle Quartile	87.60 %	12.40 %
Upper Middle Quartile	89.34 %	10.66 %
Upper Quartile	87.60 %	12.40 %

Bonus Payments

The figures below show the number of men and women who were eligible for a bonus as a percentage of the total headcount.



61.32 %

Percentage of Men receiving a Bonus



85.0 %

Percentage of Women receiving a Bonus

The MEAN Bonus pay gap = **46.59 %** (Men receiving a higher MEAN bonus than Women)

The MEDIAN Bonus pay gap = **-14.67 %** (Women receiving a higher MEDIAN bonus than Men)

Analysis

Konecranes Demag UK Ltd is committed to the principles of equal pay for all of our employees.

In our business, there has historically been a male dominated workforce, and this is still true to this day. The company encourages applicants from Women for all job roles especially the Technician roles, but the vast majority of applicants continues to be from men.

The gender pay gap is at a figure of 17.3 % for April 2020 this compares to 21.67% in 2019 and 27.6% in 2018. Therefore, in just 2 years the figure has reduced by approximately a third. Virtually all our Technicians are men and most of our administrators are women – the difference in pay between these job roles goes some way to explain the gender pay gap percentage. Also, men make up a larger proportion of higher roles within the company.

61.32 % of men were eligible to receive a bonus whereas 85.0 % of women were eligible.

Again, this comes down to job roles and a higher percentage of roles filled by women were eligible for a bonus.

Although the MEAN Bonus pay gap was 46.59% in favour of men, the MEDIAN bonus pay gap was 14.67% in favour of women – this is due to a large number of small operative bonus payments made to men.

Commitment

Konecranes wants to be in the forefront of breaking down historical diversity barriers in heavy manufacturing industry, and we want to develop a diverse company for all generations, current and future. Our ambition is to reach a balance between genders at all leadership levels and in general to build a much more diverse organization.

Konecranes' aim is to strive towards a good and balanced board composition, taking into account all aspects of board diversity. Konecranes fosters personal development and career progression based solely on performance and merit, providing equal development and career progression opportunities to all employees.

Raising awareness about diversity topics, having open discussions and resolving issues, are an essential part of making Konecranes a healthy workplace and an outstanding place to work. This coming year we will be training all Managers in “Unconscious Bias Training”. We are committed to improve our diversity representation progressively on an annual basis. To show the commitment and make further progress in this area, Konecranes appointed a Chief Diversity and Inclusion Officer in 2019.

Diversity and Inclusion remains at the top of our agenda, where we seek to attract and retain future and current employees through a number of key initiatives, policies as well as being committed to promoting an inclusive working environment and progressing fair and

inclusive work practices. All UK employees by April 2021 will have completed E learning on Diversity and Inclusion.

We aim to

- Recognize, value, and continuously improve the diversity of Konecranes
- Ensure fair treatment, non-discrimination, and equal opportunities for all through equal training and career building, employment terms and working conditions based on performance and merit
- Reinforce the use of common criteria and objectives for rewarding people for their work
- Improve the recruitment and retention of diverse talents