

# GENDER PAY GAP REPORT 2017

Bilfinger Industrial Automation Services Ltd

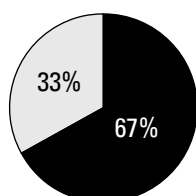
Gender pay gap reporting requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

Mean Gender Pay Gap	35%
Median Gender Pay Gap	35%
Mean Bonus Gender Pay Gap	12%
Median Bonus Gender Pay Gap	-81%

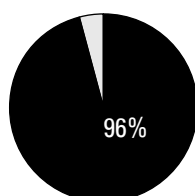


The proportion of males / females in each quartile pay band is as follows:

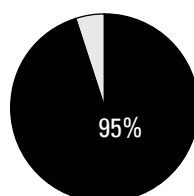
Lower Quartile



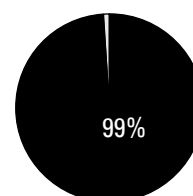
Lower Middle



Upper Middle

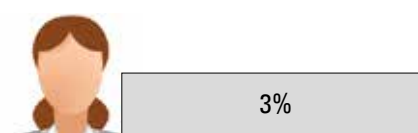


Upper Quartile



■ Male    □ Female

Proportion of employees receiving a bonus.



Damian Redmond, HR Manager  
April 2017

E&T - Northwest Europe

Bilfinger Industrial Automation Services Ltd  
Redwood House, Woodlands Park, Ashton Road, Newton-le-Willows,  
Cheshire, WA12 0HF  
Phone +44 (0)1942 868900 - Fax +44 (0)1942 868901  
info.b-uk@bilfinger.com · www.uk.bilfinger.com

