



## **Bilfinger Industrial Automation Services Ltd Gender Pay Gap Supporting Statement**

From 2017, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap.

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. For example, 'men earn 15% more than women per hour'.

Employers must both:

- publish their gender pay gap data and a written statement on their public-facing website
- report their data to government online - using the gender pay gap reporting service.

### **Written Statement**

Bilfinger Industrial Automation Services Ltd is a subsidiary of the Bilfinger SE group.

### **Results**

Mean Pay Gap	35.00%	
Median Pay Gap	35.00%	
Median Bonus Gap	-81.00%	
Proportion of different genders receiving bonus payment	19.62% Male	13.24% Female
Proportion of different genders in lower quartile	67% Male	33% Female
Proportion of different genders in lower middle quartile	96% Male	4% Female
Proportion of different genders in upper middle quartile	95% Male	5% Female
Proportion of different genders in upper quartile	99% Male	1% Female

As you will see, the industry is quite heavily male dominated with only 1 in 9 employees being female, as traditionally the specialised technical engineering has not been an area that females have entered into when selecting a career, with fewer females choosing to study engineering. We tend to see that at the lower end of the quartile there are a higher percentage of females within the industry which tends to be the less technical roles.

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### **Pay Systems**

In determining pay and reward for our employees we are governed for the majority of our hourly paid employees by National Agreements.

For those employees not covered under such agreements we balance a number of factors, including the economic climate, company performance as well as external market for the roles that we offer. Whilst our reward systems have always ensured full compliance with equal pay, we intend to integrate gender pay gap considerations into future reviews of pay and reward.

This statement confirms that the published information is accurate as at the time of publishing and is signed by Paula Amesbury, Finance Director.

**For and on behalf of Bilfinger Industrial Automation Services Limited**

**Paula Amesbury**