

GENDER PAY GAP REPORT 2017

Bilfinger Industrial Services UK Ltd

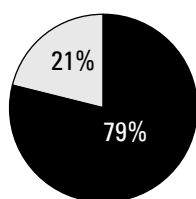
Gender pay gap reporting requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

Mean Gender Pay Gap	32.59%
Median Gender Pay Gap	39.92%
Mean Bonus Gender Pay Gap	-184.61%
Median Bonus Gender Pay Gap	-82.01%

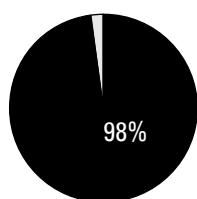


The proportion of males / females in each quartile pay band is as follows:

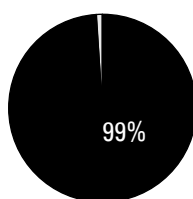
Lower Quartile



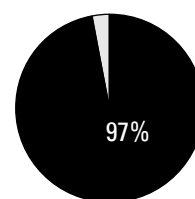
Lower Middle



Upper Middle



Upper Quartile



■ Male □ Female

Proportion of employees receiving a bonus.



Damian Redmond, HR Manager
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MMO - Northwest Europe

Bilfinger Industrial Services UK Ltd
Axis House, Tudor Road, Manor Park, Runcorn, Cheshire, WA7 1BD
Phone +44 (0)1928 530000 · Fax +44 (0)1928 571800
info.b-uk@bilfinger.com · www.uk.bilfinger.com

