



BILFINGER

Bilfinger Industrial Services UK 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.

Industrial Services

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Written Statement

Bilfinger industrial Services UK Ltd is a subsidiary of the Bilfinger SE group, and is one of the UK's leading providers of integrated technical services for the process industry.

Headquarters & Registered Office
Axis House, Tudor Road, Manor Park,
Runcorn, Cheshire, WA7 1BD, UK
Registered in England
Registration No: 5384376

Bank Account

Deutsche Bank AG London
6 Bishopsgate, London EC2N 4DA
Sort Code: 23-10-48
Account No: 19084200

IBAN: GB80DEUT40508119084200
SWIFT: DEUTGB2L

VAT No: 849773857

Tax No: 2944728087

Results

Mean Pay Gap	32.59%	
Median Pay Gap	39.92%	
Median Bonus Gap	-82.01%	
Proportion of different genders receiving bonus payment	19.62% Male	13.24% Female
Proportion of different genders in lower quartile	79% Male	21% Female
Proportion of different genders in lower middle quartile	98% Male	2% Female
Proportion of different genders in upper middle quartile	99% Male	1% Female
Proportion of different genders in upper quartile	97% Male	3% Female

As you will see, the industry is quite heavily male dominated with only 1 in 14 employees being female, as traditionally engineering construction 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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It should also be noted that we do have 4 females in the upper quartile in senior business roles, all of whom are in receipt of a bonus payment, and whilst more males have received a bonus payment, overall the amount paid to females is higher than it is to males which has resulted in the negative figure for both Mean and Median bonus payments.

Pay Systems

In determining pay and reward for our employees we are governed for the majority of our 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 Services UK Limited

Paula Amesbury

Paula Amesbury

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