

GENDER PAY GAP REPORT 2018

Bilfinger Industrial Automation Services Ltd

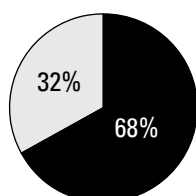
Gender pay gap reporting requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

Mean Gender Pay Gap	35%
Median Gender Pay Gap	39%
Mean Bonus Gender Pay Gap	-19%
Median Bonus Gender Pay Gap	0%

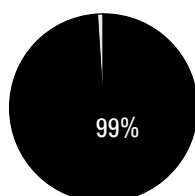


The proportion of males / females in each quartile pay band is as follows:

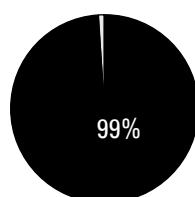
Lower Quartile



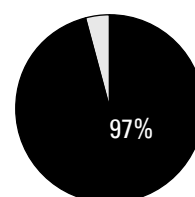
Lower Middle



Upper Middle



Upper Quartile



■ Male □ Female

Proportion of employees receiving a bonus.



Damian Redmond, HR Director
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