



Bilfinger UK Limited Gender Pay Gap Supporting Statement

Gender pay gap data measures the average difference in earnings between men and women across organisations, expressed relative to men's earnings. It should not be confused with equal pay, which assesses any differences between men and women carrying out the same job, similar jobs or work of equal value. Our results are reflective of the representation of females in our organisation, and like many other similar engineering and technology companies we do have fewer women than men working in our organisation.

We remain committed to rewarding high performance, enabling diversity and inclusion, well-being and flexible working, and aim to attract and retain the best talent to our business. In maintain this we believe that the more we do, the more we will contribute to reducing the gender pay gap over time.

We are proud that we have two females on our Executive Board, along with a number of females in Senior Leadership positions. Since our last report covering 2018, we have reduced the mean gender pay gap by 6.81% and the median gender pay gap by 5.37%. We have also increased marginally the number of females within the upper middle quartile whilst maintaining the number in the upper quartile.

When determining pay and reward for our employees we are governed for the majority of our employees by National Agreements, however 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. Our reward systems have always ensured full compliance with equal pay, and we will continue to monitor gender pay gap considerations into future reviews of pay and reward.

2020 was a challenging year for all, with many of our own people feeling the impact of the global coronavirus pandemic both personally and in their working lives. Bilfinger are proud of what we have achieved but we acknowledge that we need to do more to reduce the gender pay gap and are committed to do so.

We will continue to drive forward with initiatives to attract and recruit talent from a diverse range of backgrounds, and are progressing with developing a new apprenticeship recruitment programme where we will seek to hire from a diverse background.

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The Gender Pay Gap Report requires employers to:

- 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

Results for Bilfinger UK Limited

Mean Pay Gap	24.61%	
Median Pay Gap	34.75%	
Median Bonus Gap	-64.53%	
Median Bonus gender Pay Gap	0.00%	
Proportion of different genders receiving bonus payment	63.11% Male	47.75% Female
Proportion of different genders in lower quartile	75.00% Male	25.00% Female
Proportion of different genders in lower middle quartile	96% Male	4% Female
Proportion of different genders in upper middle quartile	97% Male	3% Female
Proportion of different genders in upper quartile	96% Male	4% Female

This statement confirms that the published information is accurate as at the time of publishing and is signed by Damian Redmond, HR Director.

For and on behalf of Bilfinger UK Limited

Damian Redmond