



Bilfinger UK Limited Gender Pay Gap Supporting Statement

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 has now merged with Bilfinger UK Limited who are a subsidiary of the Bilfinger SE group. The reporting below reflects the fact that at the time of the data sampling the two businesses were still two separate legal entities.

In future reporting periods Bilfinger UK Limited will produce only one gender pay gap report but these are shown separately as at the time of reporting.

Results for Bilfinger Industrial Automation Services Limited

Mean Pay Gap	35.00%
Median Pay Gap	39.00%
Median Bonus Gap	0.00%

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Proportion of different genders receiving bonus payment

65.00% Male 77.00% Female

Proportion of different genders in lower quartile

68% Male 32% Female

Proportion of different genders in lower middle quartile

99% Male 1% Female

Proportion of different genders in upper middle quartile

99% Male 1% Female

Proportion of different genders in upper quartile

97% Male 3% Female

Results for Bilfinger UK Limited

Mean Pay Gap 31.42%

Median Pay Gap 40.12%

Median Bonus Gap 0.00%

Proportion of different genders receiving bonus payment

65.00% Male 73.02% Female

Proportion of different genders in lower quartile

19.00% Male 81.00% Female

Proportion of different genders in lower middle quartile

99% Male 1% Female

Proportion of different genders in upper middle quartile

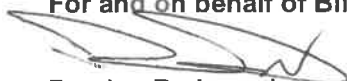
99% Male 1% Female

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

