

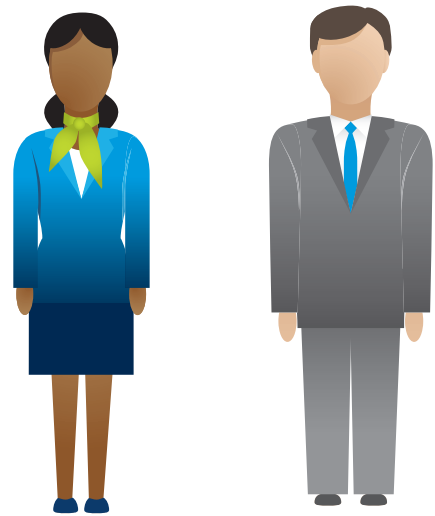
GENDER PAY GAP REPORT 2018

Bilfinger Salmis UK

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.

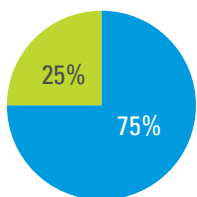
APRIL 2018

Mean Gender Pay Gap	29.41%
Median Gender Pay Gap	40%
Mean Bonus Gender Pay Gap	-132%
Median Bonus Gender Pay Gap	12.70%

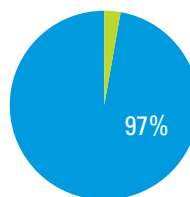


The proportion of males / females in each quartile pay band is as follows:

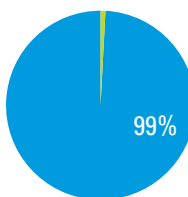
Lower Quartile



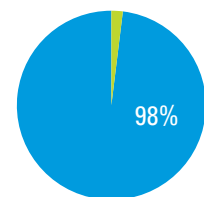
Lower Middle



Upper Middle

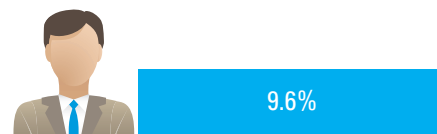
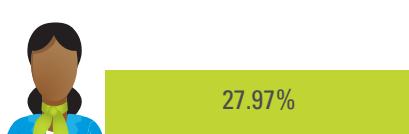


Upper Quartile



■ Male ■ Female

Proportion of employees receiving a bonus:



Alison Porter, HR Director
January 2019

MMO - Northwest Europe

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