

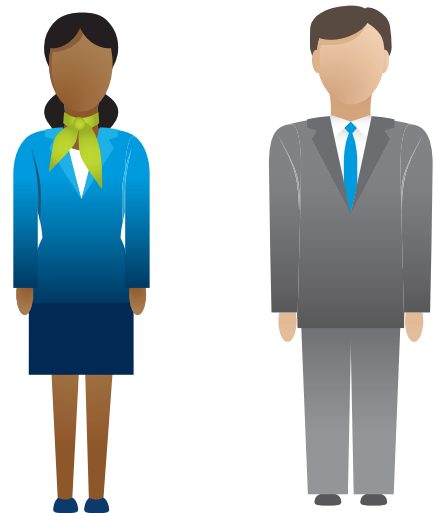
GENDER PAY GAP REPORT 2020

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.

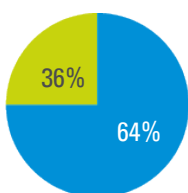
APRIL 2020

| | |
|-----------------------------|---------|
| Mean Gender Pay Gap | 28.81% |
| Median Gender Pay Gap | 32.23% |
| Mean Bonus Gender Pay Gap | 53.48% |
| Median Bonus Gender Pay Gap | -23.35% |

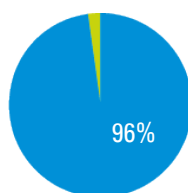


The proportion of males / females in each quartile pay band is as follows:

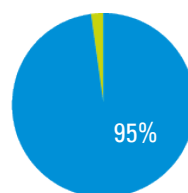
Lower Quartile



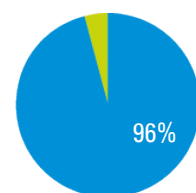
Lower Middle



Upper Middle



Upper Quartile



■ Male ■ Female

Proportion of employees receiving a bonus:



15%



22%

Alison Porter, HR Director
April 2021

Engineering and Maintenance

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