

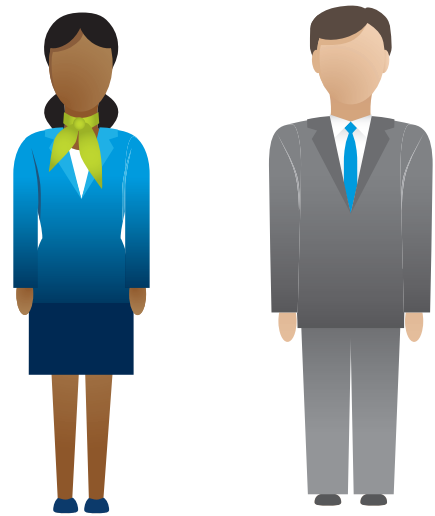
GENDER PAY GAP REPORT 2019

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.

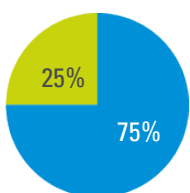
APRIL 2019

Mean Gender Pay Gap	26.33%
Median Gender Pay Gap	32.56%
Mean Bonus Gender Pay Gap	-197%
Median Bonus Gender Pay Gap	-204%

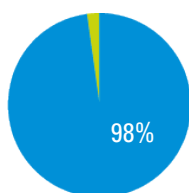


The proportion of males / females in each quartile pay band is as follows:

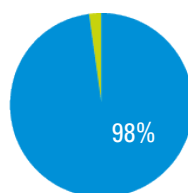
Lower Quartile



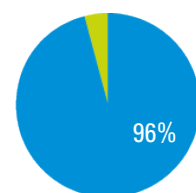
Lower Middle



Upper Middle

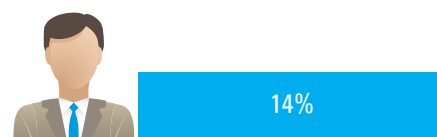


Upper Quartile



■ Male ■ Female

Proportion of employees receiving a bonus:



Alison Porter, HR Director
February 2020

Engineering and Maintenance

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