



BILFINGER

Bilfinger Salamis UK Ltd Gender Pay Gap Supporting Statement

From 2017, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap.

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 Salamis UK Ltd is a subsidiary of the Bilfinger SE group, and is one of the UK's leading providers of integrated technical services for the process industry.

Results April 2019

Mean Pay Gap	26.33%
Median Pay Gap	32.56%
Median Bonus Gap	- 197.84%

Proportion of different genders receiving bonus payment 14.29% Male, 25.20% Female

Proportion of different genders in lower quartile 75% Male 25% Female

Proportion of different genders in lower middle quartile 98% Male 2% Female

Proportion of different genders in upper middle quartile 98% Male 2% Female

Proportion of different genders in upper quartile 96% Male 4% Female

As you will see, the industry is quite heavily male dominated as traditionally engineering construction has not been an area that females have entered into when selecting a career, with fewer females choosing to study engineering. We tend to see that at the lower end of the quartile there are a higher percentage of females within the industry which tends to be the less technical roles.



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Pay Systems

In determining pay and reward for our employees we are governed by National Agreements for a small number of employees. 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. Whilst our reward systems have always ensured full compliance with equal pay, we continue to integrate gender pay gap considerations into future reviews of pay and reward.

This statement confirms that the published information is accurate as at the time of publishing and is signed by Derek Harcus, Finance Director.

For and on behalf of Bilfinger Salamis UK Limited

Derek Harcus