



BILFINGER

Bilfinger Salmis UK Ltd Gender Pay Gap Supporting Statement

Gender pay gap data measures the average difference in earnings between men and women across organisations, expressed relative to men's earnings. For example, 'men earn 15% more than women per hour'. It should not be confused with equal pay, which assesses any differences between men and women carrying out the same job, similar jobs or work of equal value. Our results are reflective of the representation of females in our organisation, as our 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 remain committed to rewarding high performance, enabling diversity and inclusion, well-being and flexible working and aim to attract and retain the best talent to our business. We believe the more that we do, the more we will contribute to reducing the gender pay gap over time.

Since our last report covering 2020, we have reduced the mean gender pay gap by 8.7% and we have increased the number of females receiving a bonus by 20%.

When determining pay and reward for our employees we are governed for some by National Agreements and for those not covered under such agreements we balance a number of factors, including the economic climate, company performance as well as external market data for the roles that we offer. Our reward systems have always ensured full compliance with equal pay, and we will continue to monitor gender pay gap considerations into future reviews of pay and reward.

The Gender Pay Gap Report requires employers to:

- 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

Results for April 2021 for Bilfinger Salmis UK Limited

Mean Pay Gap	20.11%
Median Pay Gap	31.53%
Mean Bonus Pay Gap	-111.66%
Median Bonus Pay Gap	- 269.28%



BILFINGER

Proportion of different genders receiving bonus payment	8% Male	32% Female
Proportion of different genders in lower quartile	71% Male	29% Female
Proportion of different genders in lower middle quartile	98% Male	2% Female
Proportion of different genders in upper middle quartile	97% Male	3% Female
Proportion of different genders in upper quartile	95% Male	5% Female

This statement confirms that the published information is accurate as at the time of publishing and is signed by Alison Porter, Human Resources Director.

For and on behalf of Bilfinger Salamis UK Limited

Alison Porter