

Core Siemens UK Gender Pay Gap Report 2020

Diversity
Sparks Ideas

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Siemens in the UK

Siemens is a global technology powerhouse that has stood for engineering excellence, innovation, quality and reliability for more than 170 years.

With offices and manufacturing operations throughout the country, Siemens UK focussed on intelligent infrastructure for buildings and distributed energy systems and on automation and digitalisation in the process and manufacturing industries. Siemens brings together the digital and physical worlds to benefit customers and society.

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"At Siemens, we recognise that diverse thought and inclusive mindsets make a significant contribution to our success, and that of our customers. That's why it is a strategic priority for us to increase the number of women in our company and to ensure they are having an impact at all levels and functions."

"I am pleased that we're beginning to see an increase in the number of women at all levels. It means that our long-term strategy of growing talent is beginning to have an impact. Even so, we know we still have a lot of work to do and our efforts must continue."

Carl Ennis, CEO Siemens Plc




"Developing women into leadership positions is a priority for Siemens. I'm proud to say that we've created a much more structured and strategic approach to developing our women and as a result many of our women have taken the next step up."

"We are creating a flexible work environment which builds a culture of trust and ownership. In 2020, more than ever, our employees have been empowered to take control of how, when and where they work. This new way of working will create new opportunities for women across our organisation."

Angela Noon, CFO Siemens Plc

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A woman with curly hair, wearing a grey and orange safety vest, is looking upwards and to the right. The background is a blurred industrial setting with various equipment and lights.

What if we could remove the gender pay gap from every business unit, office and factory in Siemens?

We're working on it.

Historically and traditionally, women have been under-represented in the manufacturing, engineering and financial services sectors. We must address this imbalance of women in our organisation, continue to invest in our people and devise a strategy to attract and retain women at all levels in our business.

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What is the gender pay gap?

The gender pay gap is the measure of the difference in the average (i.e. mean or median) pay of men and women – regardless of their nature of their work – across an entire organisation, business sector, industry or the economy as a whole. It can be driven by the different number of men and women across all roles.

The gender pay gap is different from an equal pay comparison, which is a direct comparison of two people or groups of people carrying out the same, similar or equivalent work.

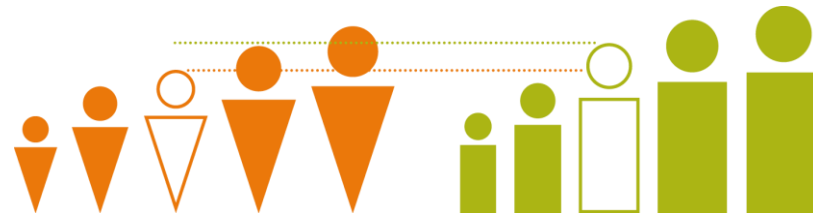
Mean

The mean gender pay gap is the difference in the average hourly pay for women compared to men.



Median

The median is the midpoint when you separately line up women's pay low to high, and the same for men. The median pay gap is the difference between the hourly pay rate for the middle woman compared to that of the middle man.





Building an innovative future relies on a diverse mix of people, ideas and opinions.

We are working to make this happen by focusing on three key areas; our company **culture, diversity** and our place in **society**.

The D&I Pillars

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Culture

Let's build an inclusive workplace, where everyone's contribution is valued.

An inclusive culture requires targeted action. We know that actions speak louder than words, so we all need to make conscious steps to ensure everyone has a voice and those voices are heard.



Diversity

Let's create equal opportunity for our diverse workforce, to reflect our different skills, abilities and ideas.

To benefit from the rewards of diverse thinking, it is vital that we attract, sponsor, develop and progress women through our organisation.



Society

Let's work together with customers and partners to make our industry more diverse and inclusive.

We know that we cannot do this alone. We work in traditionally male industries and functions, so we need to work collaboratively throughout our industry to really make a difference.

Culture of Flexibility

Siemens has embraced a new way of working, in a culture which is based on **flexibility, empowerment and trust**. Through dialogue with our employees about their preferences and the business needs, we are creating new ways of working that are less driven by the location of a Siemens building or fixed hours of working, but more by a **focus on delivering outcomes and an openness to exploring flexible approaches which meet the needs of both**.

Flexible working is a broad concept - the key elements are:

- Flexibility can be flexibility of when, how or where you work
- The way in which you work is increasingly agreed in discussion with you about your preferences
- The solution you agree with your manager may be different to others in the same team, as it will reflect your own unique circumstances and preferences

[Read more about how our employees are adapting their ways of working.](#)

We're working on it.



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Diversity



Careers for Women

Attracting women to Siemens

We continue our strategy of creating sustainable opportunities for women in our Early Careers roles; currently **35% of all apprentices on programme are women**. We have also increased the number of women applying to all our vacancies through considered action. We use video job adverts to bring the job to life and show the passion of our people, and we also scrutinise our language in our job adverts. We continue to remove bias through selection using known techniques, diverse interview panels and by training all those involved.

Developing women and enabling progression

We identify women with potential and develop women's careers through our **Women into Leadership programme**, our **Women's Impact programme** and our **returners programme**. In place for several years now, we are beginning to see the impact of these programmes as the alumni take their next step up into leadership and the number of women in leadership has grown.

[Find out more about some of the Women in Engineering in Siemens](#)

We're working on it.

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Creating an inclusive and diverse industry

Inspiring Tomorrow's Women

In 2021, our award-winning **SeeMe science programme** will go digital. Having already inspired more than 4000 girls, Digital SeeMe has the potential to reach a much wider range of individuals and will help to highlight how diverse teams are more likely to reach scientific breakthroughs and innovations due to a variety of perspectives.

Strategic Partnerships

We continue to work with industry bodies on skills development and forge partnerships so that we can have a greater impact within our industry as a whole. We sponsor six UTCs who are attracting many more girls to their programmes and we are working with our temporary worker key suppliers to increase the number of women who work alongside, and with Siemens.

[Read more about Digital SeeMe](#)

We're working on it.

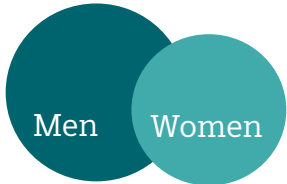
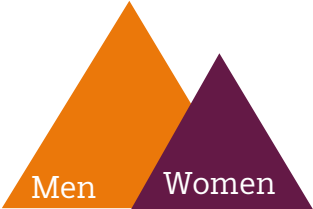
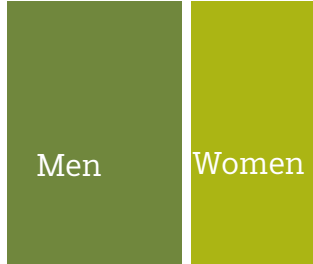


Society




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Gender Pay Gap Overall Results

Gender Pay Gap		Siemens plc	Siemens Financial Services Ltd	Electrium Sales Limited	Siemens Industry Software Ltd
	MEAN (average)	MEAN pay gap 13.47%	MEAN pay gap 33.90%	MEAN pay gap 31.60%	MEAN pay gap 32.11%
	MEDIAN pay gap	MEDIAN pay gap 22.43%	MEDIAN pay gap 28.82%	MEDIAN pay gap 32.96%	MEDIAN pay gap 36.08%
Bonus Pay Gap					
	MEAN (average)	MEAN bonus pay gap 32.89%	MEAN bonus pay gap 51.66%	MEAN bonus pay gap 66.13%	MEAN bonus pay gap 71.11%
	MEDIAN pay gap	MEDIAN bonus pay gap 42.80%	MEDIAN bonus pay gap 44.82%	MEDIAN bonus pay gap 0.00%	MEDIAN bonus pay gap 77.55%
	% Receiving a bonus	Men 89.59% Women 91.96%	Men 94.50% Women 96.53%	Men 90.91% Women 93.33%	Men 80.33% Women 71.11%
Gender Breakdown					
	Upper Paid	Men 78.72% Women 21.28%	Men 75.00% Women 25.00%	Men 85.71% Women 14.29%	Men 90.90% Women 9.10%
	Upper Middle	Men 78.03% Women 21.97%	Men 41.94% Women 58.06%	Men 80.90% Women 19.10%	Men 88.20% Women 11.80%
	Lower Middle	Men 69.51% Women 30.49%	Men 22.58% Women 77.42%	Men 43.82% Women 56.18%	Men 76.50% Women 23.50%
	Lower Paid	Men 58.20% Women 41.80%	Men 33.87% Women 66.13%	Men 57.30% Women 42.70%	Men 56.20% Women 43.80%

Quartiles represent the distribution of men and women in four equal groups from lowest to highest paid.



What if we could empower and provide equal opportunity to every apprentice, graduate and employee to create innovations that benefit millions of lives?

We're working on it.