

Gender Pay Gap Report

Siemens 2023

#BelongingTransforms
[siemens.co.uk/diversity](https://www.siemens.co.uk/diversity)

Gender Pay Gap information relating to Siemens Mobility Limited, Siemens Healthineers and Siemens Energy is reported separately.

SIEMENS



Transform the everyday

Siemens strives to **transform the everyday** for our customers, employees and society.

Committing to this transformation, means committing to Inclusion, Diversity and Equity.

Through a spirit of **belonging** we empower our people, finding untapped opportunities for everyone's growth.

Belonging enables the creation of technology with purpose. A successful company is one that includes everyone.



Carl Ennis
CEO Siemens UK and Ireland

“ We’re beginning to see the evidence of our hard work towards creating an equitable workplace for women.

In Siemens plc, our shift towards recruiting for potential has helped us to broaden the pool of talent available to us. This has helped us to increase the proportion of women we recruit into technical roles, now at almost 30%. We’re also beginning to see the proportion of women in our more senior roles increase, achieved through a variety of talent development programmes and career sponsorship.

In our smaller businesses the impact of these programmes is more pronounced, with noticeable decreases in the gender pay gap and increases of women in the higher pay quartiles.

While we take pride in these accomplishments, we recognise there's more work to be done. Our journey towards achieving equity for women is ongoing, and I'm confident that, together, we will continue to make meaningful progress. ”

We're working on it

Education

During FY23

41% of **441,988**

Students who engaged with Siemens education and school programmes were women

After completing our **SeeMe** programme

93% **100%**

Felt a greater connection to engineering

Increase in confidence that STEM careers are suitable for them

Since it began in 2020

37% of our 9,686 **virtual work experience** participants have been women

In 2023

50% Of our enhanced **face-to-face** work experience programme were women

Early careers

Siemens is a **Gold** member of

The 5% Club

which recognises our **investment in early careers** employees

Through our recruiting for potential pilot

x2 **Female applicants**

Progressing to the final stage of the recruitment process for technical roles

In 2023, we recruited

37% **Female graduates**

40% **Female interns**

32% **Female apprentices** including degree apprentices

Career progression

Since 2017, more than

75 Women's careers have been sponsored through INSPIRE, our Women into Leadership programme

50% of women who took part in our female talent programmes this year have already progressed in their career

Growth Talks

create a safe space to discuss **personal and career development** topics

During FY23 our employees achieved an average of

39.2 hours of learning

We encourage employees to own their careers, to ensure they remain relevant for the future.

Inclusive Organisation

We've held more than

8 Let's Talk Menopause sessions as we work towards being a Menopause Confident Employer

>300 Members in our **Women's Network**

With a mission to be a collective voice for championing change for women, both personally, professionally, and culturally

Siemens has committed to

2-3 days

mobile working per week worldwide

Day 1 **maternity rights**

for female talent joining Siemens, with 26 weeks maternity leave on full pay

Further Progress

Gender Equity Program

In 2021, we introduced our Gender Equity Program with specific commitments around recruiting and promoting female talent.

To support our managers in achieving these commitments we introduced **10 Positive Actions for Equity**; tangible actions based on best practice.

So far, 43% of our managers have attended our Manager Fundamentals for Equity workshops. These interactive sessions further support them towards taking action for women and other under-represented talent.

Recruiting for Potential

Our data showed that female talent performed well in interview but simply not enough women were applying to Siemens to increase the number in our organisation. This led to a partnership with Arctic Shores who have helped us to modernise our recruitment.

We rewrote our role adverts and removed the restrictions of a CV; instead, using gamification to understand how candidates think. Our selection process now looks for the potential in candidates.

The results speak for themselves. 85% of candidates felt this process was inclusive. And Siemens increased the number of women we recruited in technical roles by 10 percentage points.

Find out more about our [partnership with Arctic Shores](#) here

Flexible Working

Siemens has embraced a new working culture based on flexibility, empowerment and trust.

Through dialogue with our employees about their preferences and business needs, we are creating new ways of working that focus on delivering outcomes and explores flexible approaches which meet the needs of both the individual and the business.

Globally, Siemens is enabling employees to work on a mobile basis for an average of two or three days a week, whenever reasonable and feasible.

We advertise all manager roles as available part time, to encourage a wider diversity of candidates to apply.

Read stories of colleagues [working flexibly](#) here

Day 1 Maternity Pay

Siemens is committed to fostering an environment where women can thrive. We recognise the talent and diverse perspectives which women bring and want to encourage them to stay with Siemens through maternity and beyond.

Women, and primary carers, are eligible to **full pay for 26 weeks** when they go on maternity leave. This year, we've removed eligibility criteria which means that this benefit is available **as soon as you start** at Siemens.

Starting a family should not stop women from taking their next career step in Siemens.

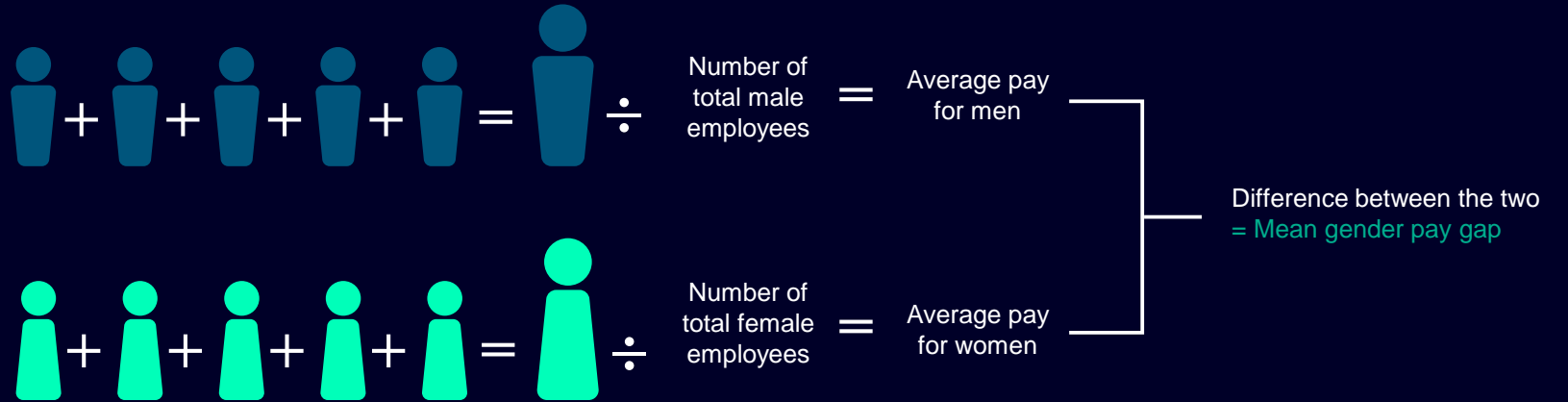
How is the gender pay gap calculated?

The gender pay gap is a comparative measure across businesses, industries and sectors of the difference in the average (mean or median) pay of men and women – regardless of the nature of their work – across the entire organisation. It can be driven by the different number of men and women across all roles and averages can be affected by small volumes of high earners.

It's **different from an equal pay comparison**, which is a direct comparison of two or more people carrying out the same, similar or equivalent work.

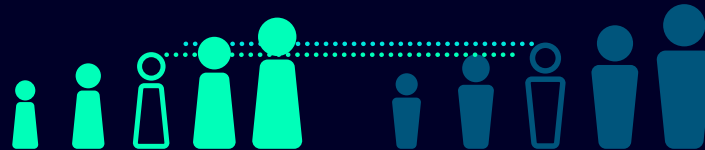
Mean

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.



Siemens plc

Pay Gap

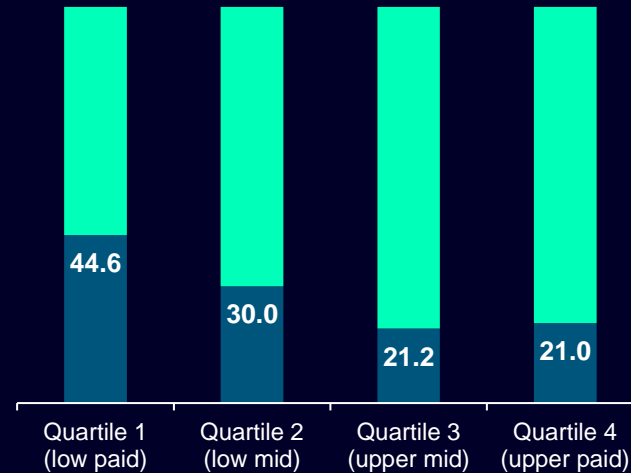
Mean	14.4%
Median	22.4%

Bonus Gap

Mean	30.8%
Median	32.7%

% Receiving a bonus

Men	81.4%
Women	83.7%



Siemens Financial Services Ltd

Pay Gap

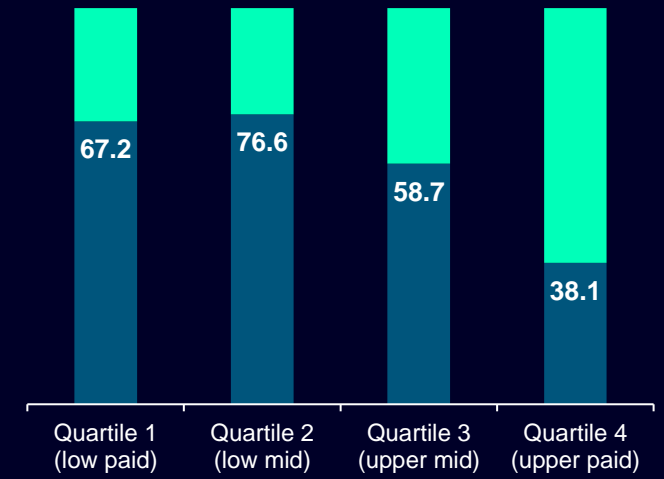
Mean	24.7%
Median	29.2%

Bonus Gap

Mean	39.1%
Median	37.0%

% Receiving a bonus

Men	92.1%
Women	92.2%



Electrium Sales Limited

Pay Gap

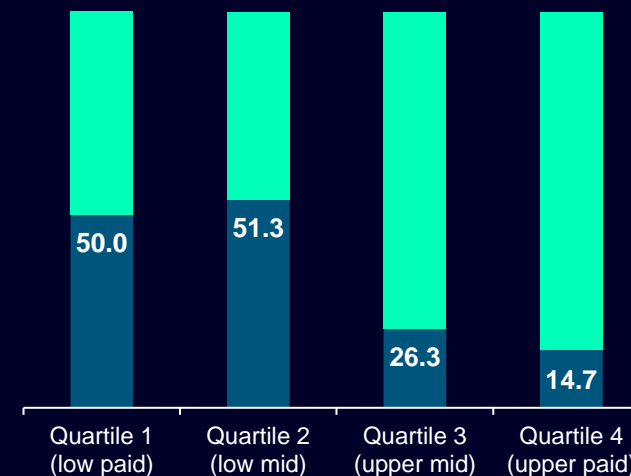
Mean	29.0%
Median	27.4%

Bonus Gap

Mean	60.6%
Median	0%

% Receiving a bonus

Men	90.3%
Women	94.4%



Siemens Industry Software Ltd

Pay Gap

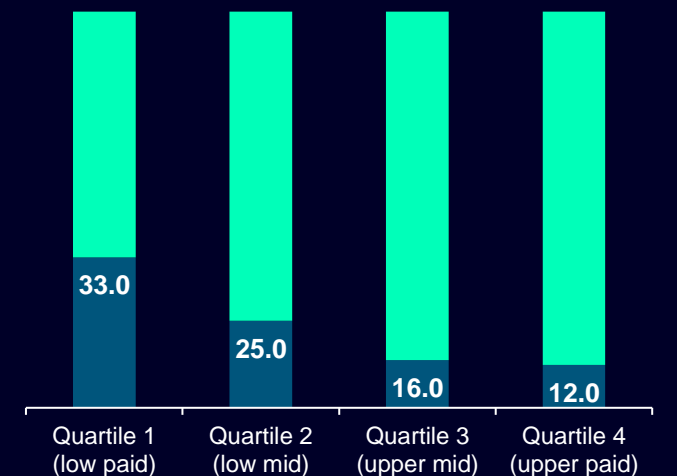
Mean	25.0%
Median	22.7%

Bonus Gap

Mean	55.3%
Median	63.1%

% Receiving a bonus

Men	86.6%
Women	80.8%



Quartiles represent the distribution of employee in four equal groups from lowest to highest paid

Women Men

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Sarah Black-Smith

General Manager Motion Control,
Siemens Digital Industries

At Siemens, you can be seen for all the many wonderful things that make you, you.

Growing up, Sarah was obsessed with cars and Formula One and because of that, engineering was the path for her.

Sarah's career has been supported through leadership training, the support of coaches, mentors and allies, as well as managers who have helped her to believe in herself.

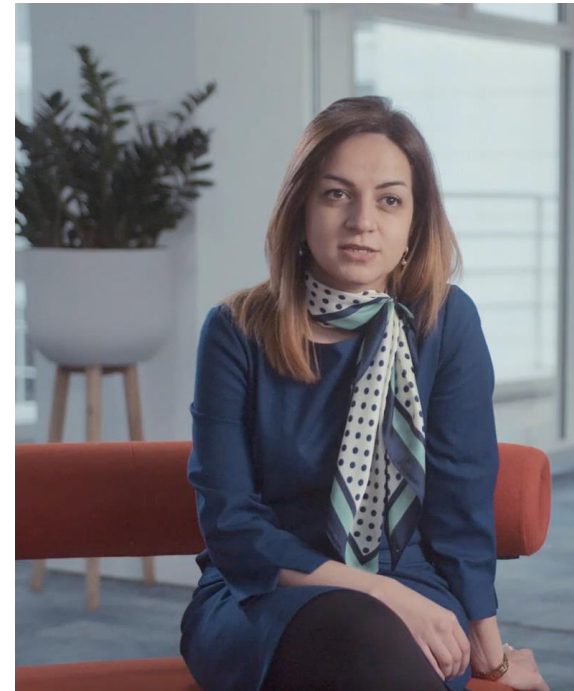
Watch [Sarah's #BeSeen story](#) which we hope will inspire the next generation of women at Siemens.

Belonging is all encompassing. It's about being seen for who I am, not just what I do.

It was natural for Parisa to study engineering, having loved mathematics and growing up spending lots of time with her Dad playing board games and logic games.

Parisa's line manager saw her potential and trusted her to take a role in a new direction in cybersecurity.

Watch [Parisa's #BeSeen story](#) which shines a spotlight on the power of role models.



Parisa Akaber

Cybersecurity Team Leader
Siemens Smart Infrastructure
