

SIEMENS UK

Gender Pay Gap Report 2021

We transform the everyday for the societies we serve.
In doing so, we need to reflect society aiming for a broader
range of perspectives to remain innovative.

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

With offices and manufacturing operations throughout the country, Siemens is focused on intelligent infrastructure for buildings, 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.



**A video message from
Siemens UK CEO, Carl Ennis**

We're working on it

Education

Since 2016

4,000

young women have engaged with the *SeeMe programme*

70%

felt inspired to pursue a **career in STEM**

compared with

38%

prior to SeeMe

In 2021

45%

of our **500 virtual work experience participants** were female

Since 2017 we have supported

17

female STEM undergraduates with an **IET Diamond Jubilee scholarship**

Early careers

At our recent **Women in STEM event**, we inspired more than

30 female undergraduates

to undertake an opportunity at Siemens

We are on track to achieve

50/50 gender parity

in all of our **early careers programmes** by 2025

In 2021

50% and 42%

of our graduate intake

of our intern intake **were female**

Since 2017, the intake of female apprentices has **more than doubled to**

29%

Career progression

Since 2017

over 50

women's careers have been sponsored through the **Women into Leadership** programme

50%

of the **SFS Women's Impact Programme** delegates have since experienced career progression

Growth Talks

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

Virtual Lean-in Circles

run monthly throughout lockdown, encouraged members to **achieve personal and professional goals**

*SFS – Siemens Financial Services Ltd

Inclusive Organisation

So far, over

300

colleagues have joined our **Conscious Inclusion programme**

40%

of women in SFS have joined the **internal Women's Network**

Siemens is working to establish

2-3 days mobile working

per week worldwide

We use

pay parity dashboards

to enhance **transparency of pay** between genders



Emily Smith

Electrical Applications Engineering Apprentice,
Siemens Smart Infrastructure

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The Siemens apprenticeship is a great fit for me. I'm learning while earning, and I'm part of a great team.

I've been with Siemens since September 2021. At school, the subjects I enjoyed the most were maths and art. You'd think these subjects were completely opposite one another, but both are quite rule-based and creative at the same time. When I finished my GCSEs, I had a few options available to me, but I decided rather than going down the A levels route to instead complete a BTEC in Mechanical Engineering.

I was the only female student across both my electrical and mechanical engineering classes. I also didn't have any female role models as part of the engineering teaching staff. Still, I knew engineering was something I wanted to pursue so I finished my BTEC with a distinction and was successful with my application to complete my HNC and HND apprenticeship with Siemens.

The Siemens apprenticeship is a great fit for me. I'm learning while earning, and I'm part of a great team. My manager is a former female apprentice herself, and it's inspiring to see how she has progressed within the business. I'm currently working on electrical designs for switchgear, where I get to utilise my mathematical engineering side alongside my artistic creative side, which I'm really enjoying.

I work with one other female apprentice within our engineering team; it's really inspiring to know it's important to Siemens to have a varied workforce. We've got lots of rotations around the business planned as part of the apprenticeship programme so we can meet and work in several diverse teams.

My wish is that senior engineers and leaders at companies like Siemens get into schools earlier to show young girls how big the engineering world can be. So many girls I know who excelled at STEM subjects followed the academic route to A levels and then university, not because it was necessarily the right thing to do, but simply because they didn't know they had other options. You can take a different path, and I'm now in a company where I can see where different experiences can take you.



Safia Patel

Graduate Engineer,
Siemens Digital Industries

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Never be afraid to retake exams, try different fields, but keep going and being determined.

I'm a first-generation university student, meaning I am the first in my family to study at this level. I've always had a passion for maths and did well at it throughout school. I studied maths, physics, chemistry and classical civilisation at A levels. When it came to applying for university subjects, I knew I wanted to do something in maths or physics. I completed a foundation year at Nottingham University in engineering and physical sciences, which really helped me appreciate where I wanted to go next.

Because I was top of my class, I was offered a scholarship to complete my BEng in electrical engineering. In my class of about 90 students, there were probably 10 female undergraduates. It was very male-dominated. During my second year at university, I got on the E3 scholarship programme, where I began my placements with Siemens in Digital Industries.

I've always enjoyed applied maths and physics more than theoretical. For me, the practical elements of learning are what make it interesting. That's where my love of electrical engineering was born. I'm now a graduate electrical engineer on the two-year graduate programme.

I remember when I was hired, I was interviewed by a female engineer. It makes a world of difference having someone in the room who you know has been through what you have. I think Siemens is doing the best it can right now, but the real problem lies with getting to young girls in primary school.

I know Siemens works hard to hire girls into engineering, but before we get the talent pipeline fixed it's always going to be difficult. I would advise any young female STEM students to remember that your background should never hold you back. Sometimes your determination can jump off the page to a recruiter, so never be afraid to retake exams, try different fields, but keep going and keep being determined.



Jo Harris

Head of Sales,
Siemens Financial Services Ltd.

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Diversity of thought
always results in a
richer conversation
and a healthier
business culture.*

My career started in automotive sales, so I immediately started my working life in two fairly male-dominated sectors. I moved into equipment financing with Siemens and have been here for 24 years in a range of sales roles. I love talking to customers and helping them find solutions to their needs.

I put my longevity in sales down to my determination. If someone tells me I can't do something, I tend to move heaven and earth to let them know I can. I've always had that mindset throughout my career. That's what's pushed me right from day one.

I was a sales manager when I heard about the Women in Leadership programme at Siemens. Rather than framing the course around a negative viewpoint, it builds on positives. So instead of finding the perceived barriers holding women back, it tries to reframe them and strengthen female managers to be the best they can be.

The course made me think of problems differently and it gave me a network of fellow colleagues at Siemens. It didn't fall into the trap of encouraging women to be more like men and simply display some of the more negative personality traits of aggression and dominance.

Being yourself is far more powerful than trying to fit in the shoes that someone else wants you to wear. I mentor women in the business now, and I always make myself available. I tell them, don't evolve into someone else. Don't put on a façade. Diversity of thought always results in a richer conversation and a healthier business culture.



Amar Sangha

Senior Account Manager,
Siemens Smart Infrastructure

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*Be that voice in the
meeting that
challenges.*

I've worked since the age of 16. I've had various positions in the energy and metering markets before joining Siemens in 2018. I originally started in sales, then realised my strengths were in account management and lead ED&I for my business unit.

I was recently put forward for the Inspire programme (Women in Leadership which had just kicked off), and I'm really enjoying it. We're asked to consider lots of thought-provoking questions during the course, such as who we are as a leader, what we need to change to progress, how we can inspire others, and how we can negotiate effectively.

Throughout, we will have coaching sessions, coursework and interactive activities to help us answer these questions. There are also a couple of personality assessments that I will retake at the end of the course to see how I've developed. The programme aims to help me build on my foundations and prepare me to be a strong leader.

I think there are a few different areas Siemens and other organisations can continue to improve on. There are still a lot of women trying to juggle full responsibility for caring and working hard in their careers - I have a lot of respect for anybody in this position!

Being aware of people's challenges improves inclusivity and a sense of belonging for all, including women at Siemens, subsequently improving retention. Sometimes more can be achieved in productivity and job satisfaction if that flexibility is available.

My advice to anyone joining the world of work is don't be afraid to ask 'why'. Be that voice in the meeting that challenges, and if you are the only woman in the room, never make a cup of tea first!

We're working on it

We continue to lay strong foundations to build an inclusive organisation where women are empowered to participate and contribute fully and where every voice is heard.



Flexible working culture

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 exploring flexible approaches which meet the needs of both. 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.



Conscious Inclusion

Everyone holds unconscious beliefs which influence our choices. For objective decisions to be made, social stereotypes must be removed from our thinking. Following our Unconscious Bias training, we are now introducing our Conscious Inclusion programme across the organisation. Shifting the focus from awareness to action, the programme helps individuals develop skills including speaking up, active listening and giving and receiving constructive feedback. The programme also encourages ongoing behaviour change through a 12-week series of inclusion nudges.



Equality, Diversity & Inclusion Standard

Measuring progress is important, which is why we developed an Equality, Diversity and Inclusion (ED&I) Standard. We treat ED&I like any other business priority; formulate a strategy, set targets and work towards achieving them.

This ED&I Standard gives us the framework to do just this and creates clarity around the actions we must take to have a greater impact. But we know that just 'having' a standard isn't enough. Now the hard work really starts. We have begun inviting other Siemens' businesses to conduct an independent and objective baseline assessment so they can develop an approach to ED&I which aligns with their business strategy. We will reassess periodically to chart our progress.

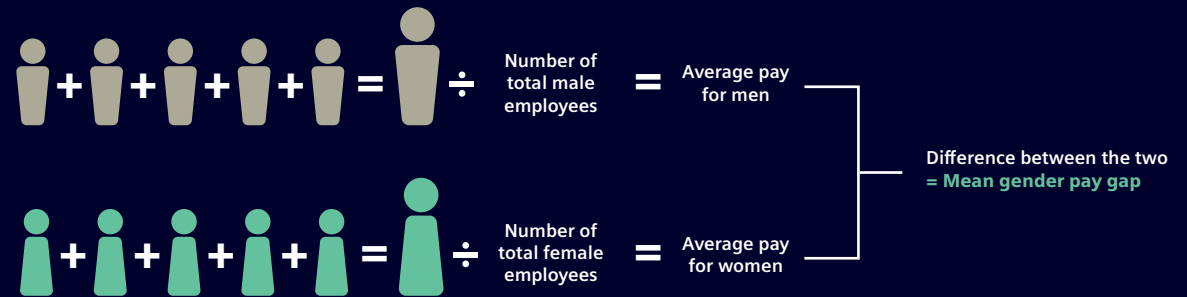
How is the gender pay gap calculated?

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.

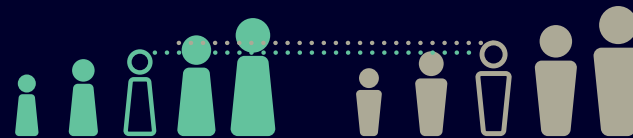
Mean

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.

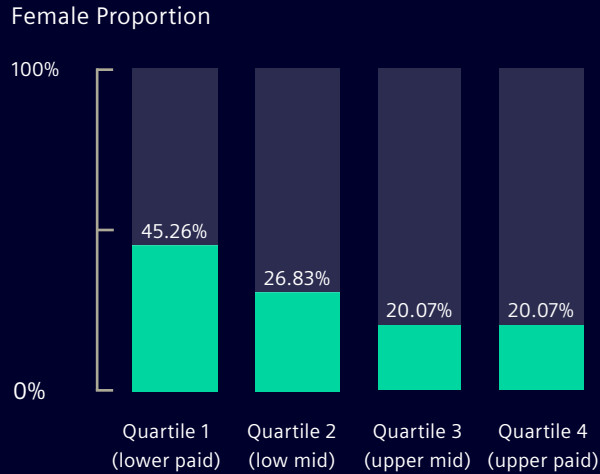


Siemens PLC

Pay Gap	
Mean	17.23%
Median	24.43%

Bonus Gap	
Mean	36.97%
Median	32.94%

% Receiving a bonus	
Men	90.17%
Women	94.26%

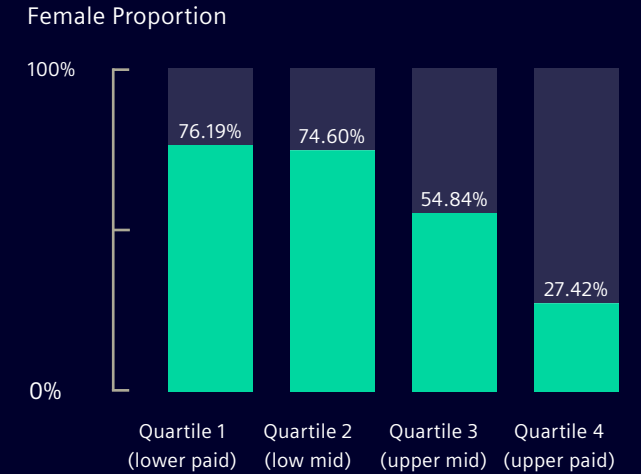


Siemens Financial Services Ltd

Pay Gap	
Mean	36.47%
Median	39.88%

Bonus Gap	
Mean	43.42%
Median	40.58%

% Receiving a bonus	
Men	94.23%
Women	96.58%

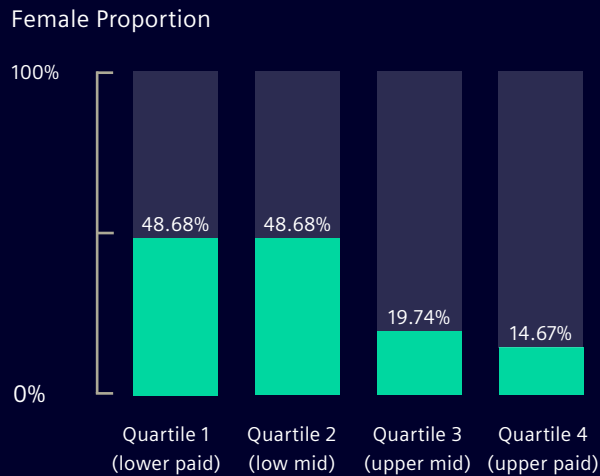


Electrium Sales Limited

Pay Gap	
Mean	32.51%
Median	31.99%

Bonus Gap	
Mean	79.81%
Median	0%

% Receiving a bonus	
Men	7.88%
Women	3.00%

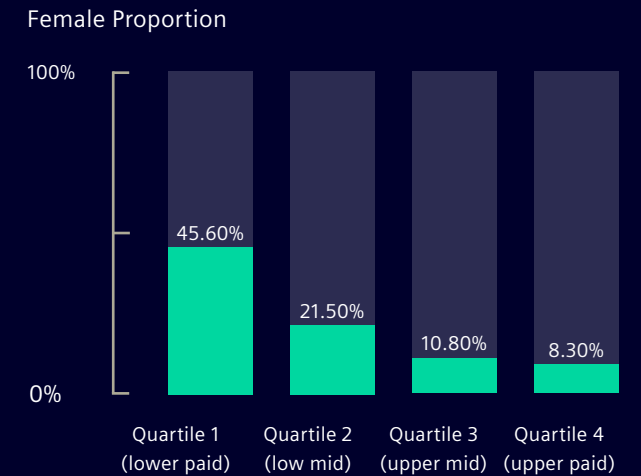


Siemens Industry Software Ltd

Pay Gap	
Mean	32.91%
Median	39.36%

Bonus Gap	
Mean	63.80%
Median	73.17%

% Receiving a bonus	
Men	71.52%
Women	62.77%



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

Women Men

SIEMENS