



SIEMENS MOBILITY LIMITED

Gender Pay Gap Report 2020

[siemens.co.uk/mobility](https://www.siemens.co.uk/mobility)

SIEMENS



Diversity brings innovative ideas
Inclusion realises them



About **Siemens Mobility**

Siemens Mobility has been committed to shaping the future of mobility for over 160 years.

With over 4,500 people in the UK putting their professional life, their strengths and passion into developing and delivering solutions that make our transport networks greener, safer and more efficient, we're proud of the work we do and the difference we make.



Over the last few years we've worked as one team to effect real and lasting change for all employees at Siemens Mobility.

In the not too distant past, the transport industry was one of little diversity. However, over recent years I've been extremely pleased to see a real shift towards a more inclusive industry. Here at Siemens Mobility we value genuine diversity and the innovation that it brings - the more people with different vantage points we have, the richer and more successful our business. We can see from the data that improvements are well under way and I'm confident that our business will continue to strive towards, and achieve, a zero gender pay gap.

Equality, Diversity and Inclusion (EDI) is at the heart of our business. Our teams are actively encouraged to take time away from their work to engage in EDI initiatives, events and training, our Employee Networks are well established and have made huge strides this year in leading on a number of important diversity areas, including women, BAME, LGBTQIA+ and Disability. We're also working with the community to increase opportunities for marginalised groups, one example being our Returners Programme for those returning to the workplace after a period of time away, which has been a great success.

As CEO I'm absolutely committed to driving forward an EDI strategy that embraces everyone, from every walk of life in every corner of our organisation and I'm proud of the journey we're on."

Will Wilson
CEO, Siemens Mobility Limited



Historically the mobility industry has been heavily male dominated and it's difficult to wave a magic wand to change it overnight.

However, the key is attracting more women into engineering and to ensure that those within our company feel valued and empowered so that we can break down the stereotypes.

Within Siemens Mobility, we've worked closely with our Diversity and Inclusion Champions to build an inclusive environment where people feel confident to challenge and speak out. We regularly hold anonymous Employee Engagement Surveys where we measure the effectiveness of our actions and I'm pleased to see the high proportion of staff who feel they can bring their whole self to work is steadily increasing.

Leaders have a responsibility to support inclusivity all of the time. We have to make our workplaces free of fear so that anyone can put their hand up and call out inequality and bias."

Julie Owen
CFO, Siemens Mobility Limited

We're working on it

Over the past 12 months, despite our workplace and the way we interact with one another changing due to COVID-19, we're proud to have taken steps forward in supporting and developing our female employees to help them achieve their potential. We've also adapted our recruitment process to make sure we continue to attract and invest in the best people for our business.

- We launched a development programme called **"7 Pillars of Business Confidence"** inviting women from across our business to undertake training that addresses interesting topics such as imposter syndrome and harnessing personal power to establish a career path for the individual.
- We led the development of an industry-wide network for **senior women in transport**, working with a number of partners across the mobility industry to better connect women working within senior roles.
- We launched a set of **Cultural Behaviours** across our entire UK business which focuses on equality, diversity and inclusion as well as feedback culture, accountability and agility.
- We're proud of the progress our Employee Networks have made over the past 12 months, holding numerous **virtual events**, supporting **awareness days** and supporting our diverse workforce. We recently launched our **gender inclusive women's network** which is being led by female talent from across our business.
- We continue to make use of **inclusive recruitment** platforms to ensure our job adverts are attractive and reach a diverse talent pool. Having run these for some time, we're now able to evaluate their impact on our professional hires and the results are already very positive. Our Entry Level Talent recruitment also continues to provide a pipeline of diverse talent and we are working with the community on new initiatives to provide opportunity to all groups.





Sabrina Marnham
PMO Project Manager,
Siemens Mobility Limited

Mentoring early career professionals

"I often think about stepping into the production area of a previous company at aged 23. I was the only woman and the only foreigner. This year I will be proudly celebrating 10 years of service and what a change! The company's development, coaching and mentoring programme has played an important role in shifting to a culture of flexibility, diversity and inclusion.

To close the Gender Pay Gap, we all have more to contribute, not only Siemens but the entire industry

I'm passionate about sharing knowledge and empowering others to grow. I've been mentoring early career professionals for six years now and I strongly believe that the culture change at Siemens has allowed this to happen by recognising that spending time on your development is standard practice.

I've received a lot of support from my managers and colleagues over the years, taking part in various programmes such as the Graduate Development Programme, Early Career Project and Women into Leadership. This has allowed me to understand how to give back and create opportunities for others to develop. I am part of the APM Women into Project Management Group and have also volunteered to become a Women in Rail mentor as I strongly believe that to close the Gender Pay Gap, we all have more to contribute, not only Siemens but the entire industry."



James Isaac
Head of HR,
Siemens Mobility Limited

Allyship

"I'm proud to say that there is a real appreciation in the organisation that addressing the gender pay gap is not an issue solely for the women in our organisation. I'm passionate about diversity and the benefits of an inclusive culture and we all play a significant part in addressing the challenge.

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Through Allyship and personal leadership on the topic, including understanding the issues women face in our organisation, we can all make a real difference.

Our women's network actively and successfully encourage male colleagues to attend events and act as male allies and our senior leaders frequently attend and speak at internal and external events aimed at supporting women and other underrepresented groups in our industry. Only with the whole organisation's support can we effect real change."



Suzanne Jennings
Chair,
Women's Network

Equality, Diversity and Inclusion

"We're passionate about supporting and encouraging women to work in our business and industry and are taking creative and exciting steps to enable this in Siemens Mobility.

We've recently launched the Women's Network, a gender inclusive network driving positive change. By connecting women we aim to address diversity challenges to attract, develop, support and retain women in our business.

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To achieve this we're delivering a range activities including networking events, mentoring programmes and taking an active part in forums.

Through conversation and connection we can identify opportunities to make us an even better and more diverse organisation!"

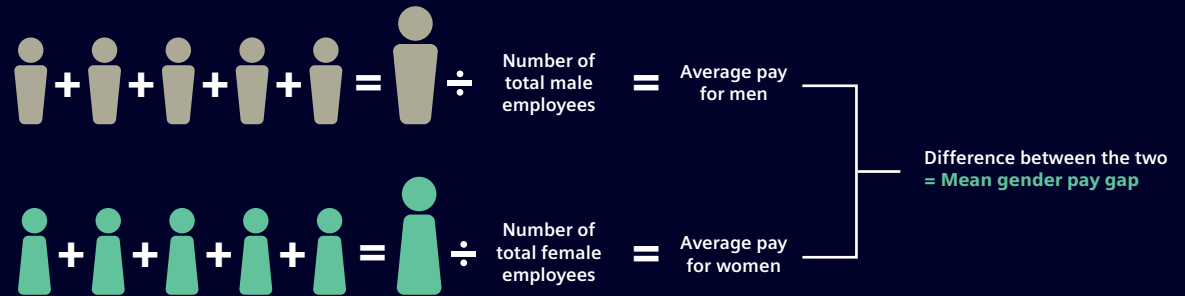
How is the gender pay gap calculated?

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.

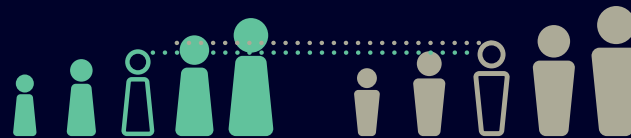
Mean

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



Median

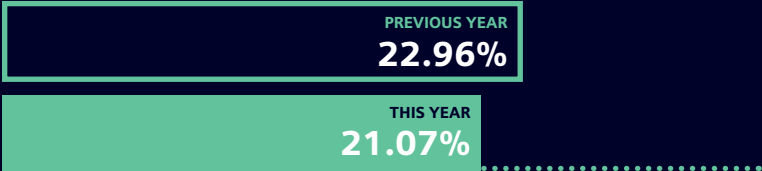
The median is the midpoint when you separately line up women's pay low to high, and the same for men. The median pay gap is the difference between the hourly pay rate for the middle woman compared to that of the middle man.



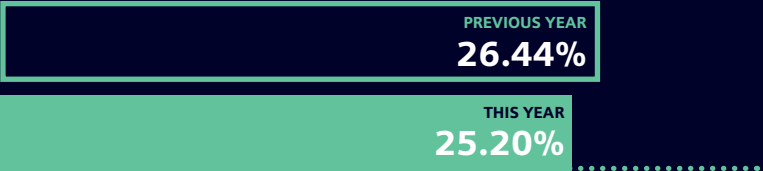
Siemens Mobility Limited Gender Pay Gap 2020

Last year we reported that it is necessary to undertake more detailed analysis, we have done that and this section shows the results of this. The data taken is a snapshot during January 2020.

MEAN

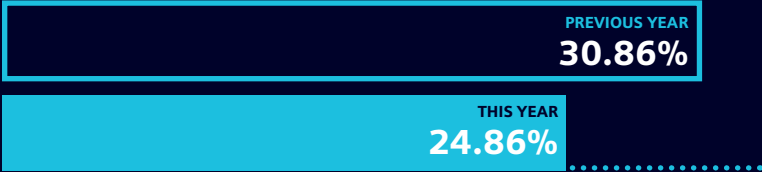


MEDIAN



Bonus Pay Gap

MEAN

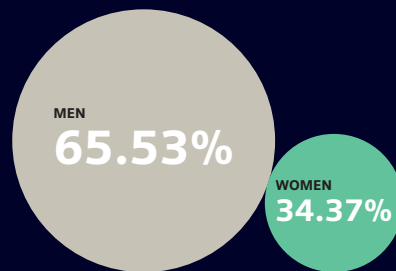


MEDIAN

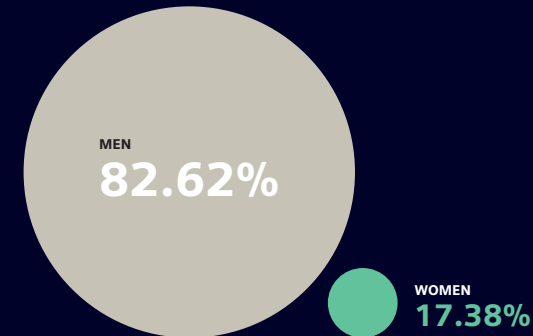


Siemens Mobility Limited Gender Breakdown 2020

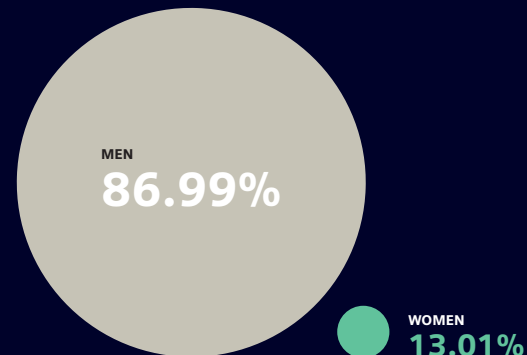
Women represent 19% of our organisation, which has increased by 1% since 2018. Increasing the representation of women continues to be one of the priorities in the EDI agenda, and improvements have been seen in both the entry level talent and professional hires diversity data. However, there is still a long way to go.



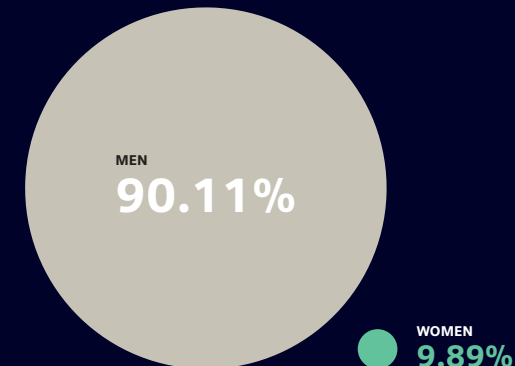
LOWER PAID



LOWER MIDDLE



UPPER MIDDLE



UPPER PAID

We're getting results

We're delighted that the gender pay gap has improved this year alongside an increase in the representation of women in higher paid roles. Of course, we still have work to do to close the gap and we're working on this. Some of the things we're prioritising are:

- Targeted action in recruitment and a review of succession planning to support women into senior roles. We've opened up our recruitment channels in order to reach a wider pool of talent and altered the language in our job advertisements which has resulted in more women applying for roles.
- Reviewing our HR processes to ensure fair pay and reward during negotiations for pay, promotions and reward & recognition.
- Continued action to promote engineering/technical careers to women via Science, Technology, Engineering and Maths (STEM) initiatives.
- Offering and promoting flexibility to current employees and also those joining the business by introducing a mobile working policy to enable employees to work from the location they feel most productive.
- Providing training to ensure managers lead inclusive meetings to make sure all colleagues have the opportunity to contribute their ideas.
- A working group has been created to drive these actions, and others that arise, as we continue to monitor our progress.



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