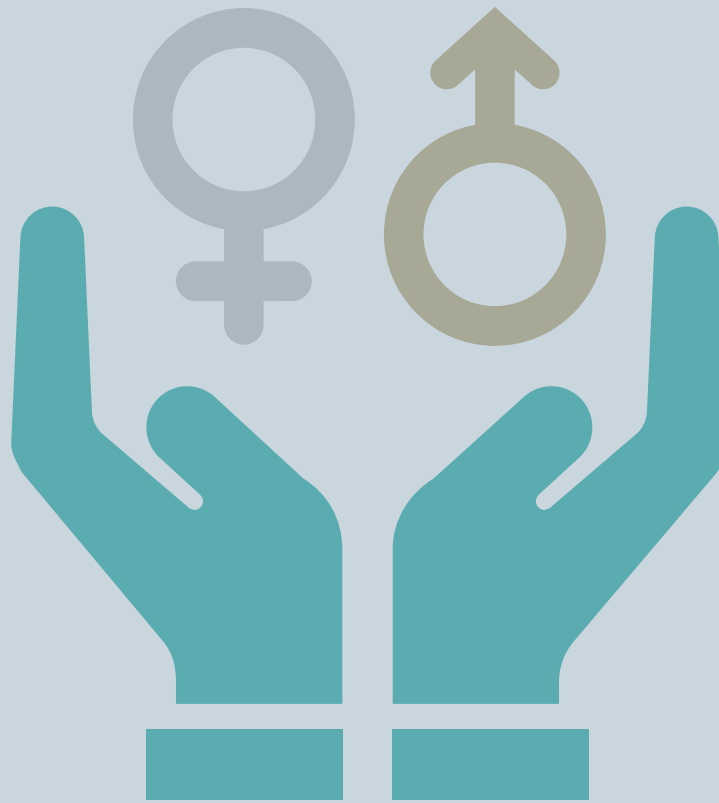


SIEMENS

Ingenuity for life



Siemens Gender Pay Gap Report

Siemens is a digital pioneer focusing on the areas of electrification and automation. We partner with our customers in the UK and Ireland to unleash their business potential using our energy-efficient, resource-saving technology and digital know how.

We're making the future happen every day.

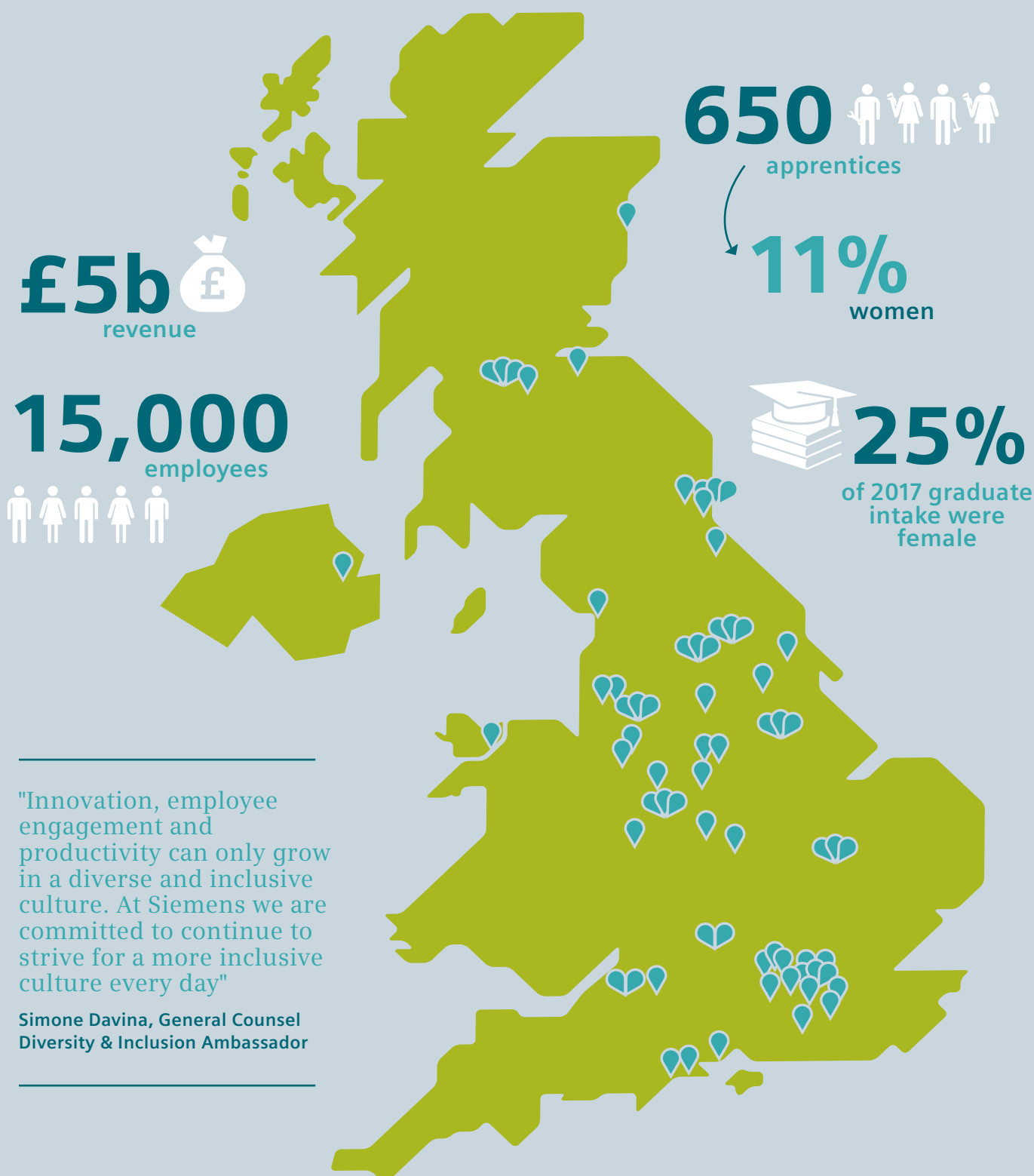
siemens.co.uk/genderpaygap



SIEMENS IN THE UK

Siemens was established in the United Kingdom over 170 years ago, with office and manufacturing operations throughout the country. Today, we employ 15,000 people in the UK.

In line with new government regulations, Siemens UK has produced our first annual Gender Pay Report. We have 11 separate legal entities which have their own sets of data.



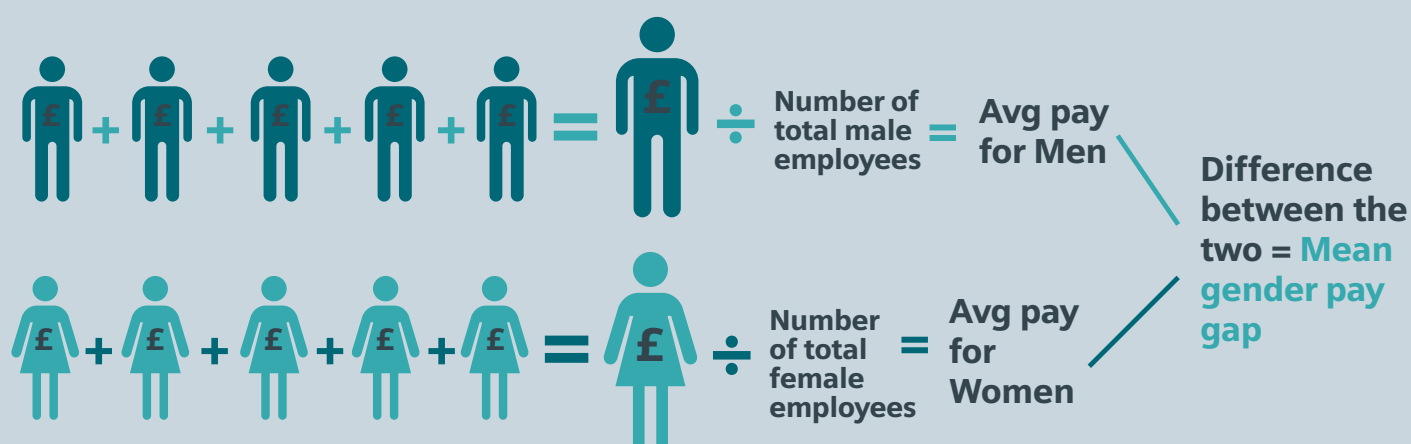


WHAT IS THE GENDER PAY GAP?

The Gender Pay Gap is the difference in pay between men and women spread across a whole organisation. It is different to equal pay. Equal pay refers to men and women receiving the same pay for the same or comparable 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.



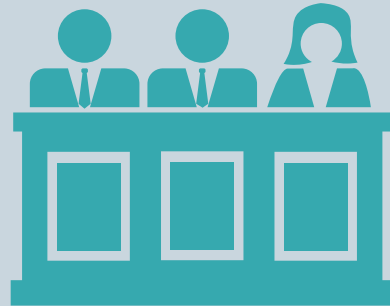
EQUAL PAY VS GENDER PAY GAP

Equal pay is different to the gender pay gap and it is important not to confuse the two.

WHAT IS THE GENDER PAY GAP



The gender pay gap measures the difference in earnings of men and women across a whole organisation



The gender pay gap can show whether women across an organisation earn less than men, and/or whether men and women are segregated in different types of roles



The gender pay gap highlights where there are barriers to women progressing to more senior or higher paid roles

WHAT IS EQUAL PAY?



Equal pay refers to the same pay for the same or similar work



Under the Equal Pay Act, it is illegal to pay people a different wage for the same job/comparable work because of gender

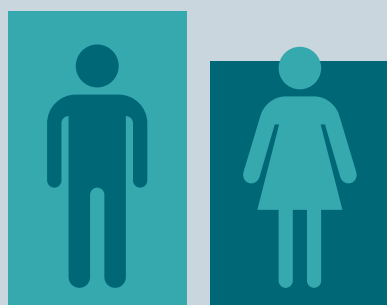


It is a legal requirement to pay people equally for equal work – something that Siemens reviews regularly.



SIEMENS UK CONSOLIDATED GENDER PAY GAP RESULTS

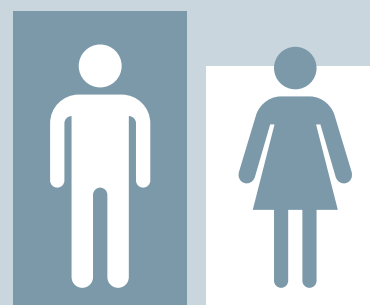
GENDER PAY GAP



The **MEAN** (average) pay gap for men is 16.8% higher than women

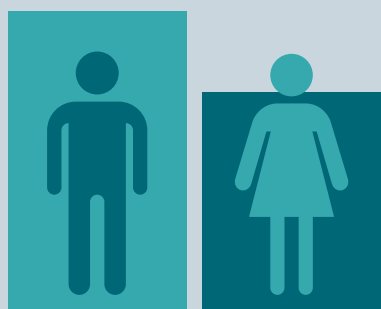


The **MEDIAN** pay gap for men is 19.6% higher than women



The National 2017 Average (**MEDIAN**) in the UK is 18.4%

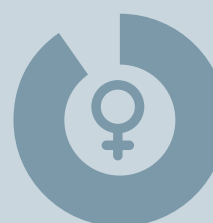
BONUS PAY GAP



The **MEAN** bonus pay is 26.7% higher for men than women



The **MEDIAN** bonus pay is 17.6% higher for men than women



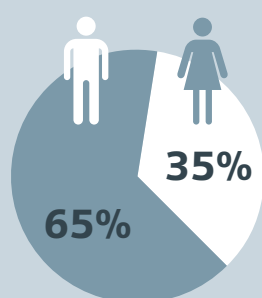
90.4%
of women
receive a bonus



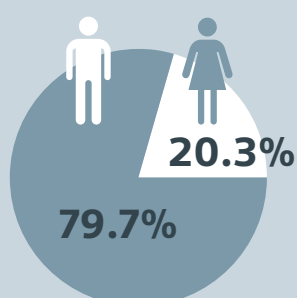
91%
of men
receive a bonus

GENDER BREAKDOWN

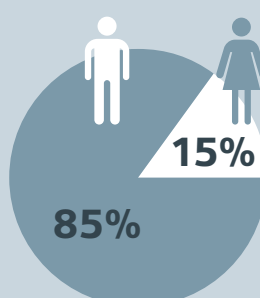
Quartiles represent the distribution of men and women in four equal groups from lowest to highest. The proportion of men and women falling into each quartile is shown below.



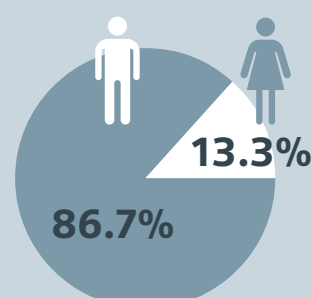
Lower Paid



Lower Middle



Upper Middle



Upper Paid

SIEMENS UK TOTAL GENDER PAY GAP RESULTS



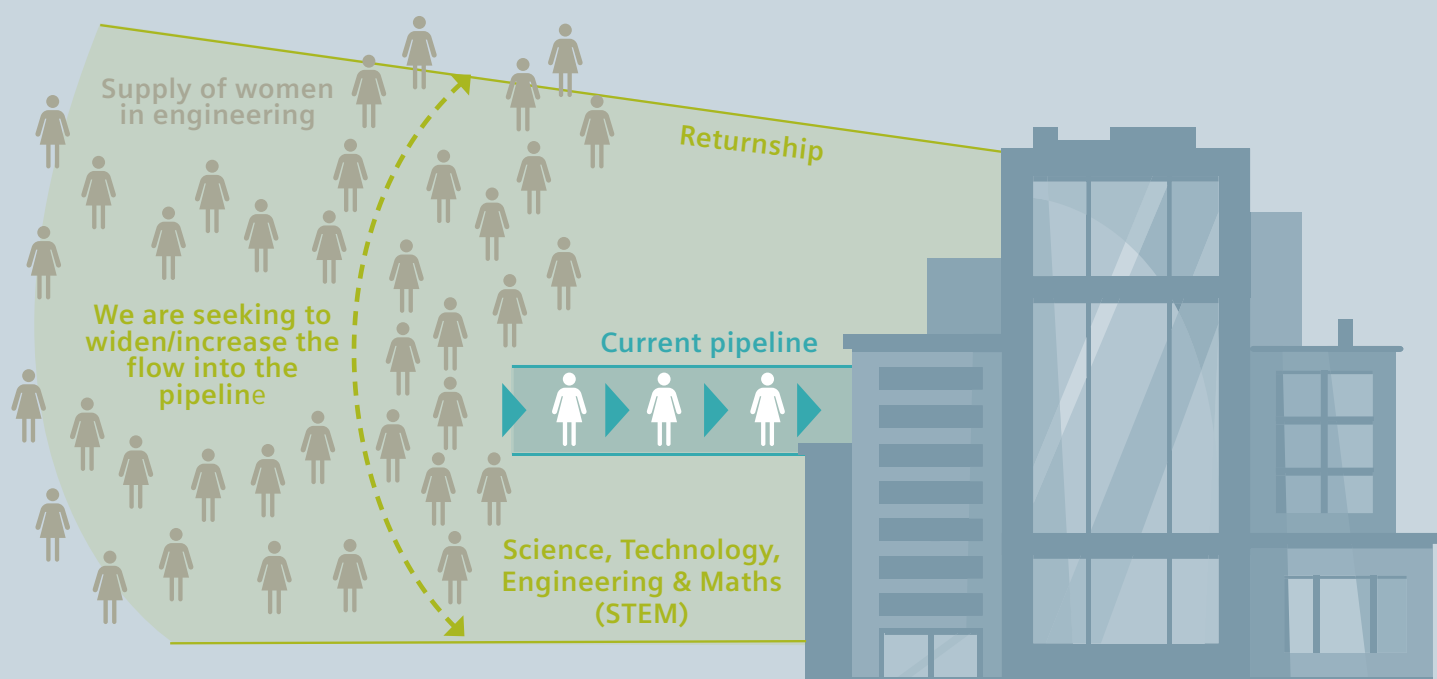
Employing Entity	Mean Pay Gap	Median Pay Gap	Mean Bonus Gap	Median Bonus Gap	% Male rec Bonus	% Female rec Bonus	Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
							♂	♀	♂	♀	♂	♀	♂	♀
Siemens Transmission and Distribution Limited	29.4%	30.9%	25.2%	15.4%	91.2%	93.3%	52.5%	47.5%	82%	18%	87.1%	12.9%	92%	8%
Siemens Financial Services Limited	41.3%	43.1%	62%	58.2%	93.7%	90.6%	30%	70%	30.5%	69.5%	49.1%	50.8%	79.7%	20.3%
Siemens Public Limited Company	16.6%	22.2%	23.3%	15.5%	90.1%	90.1%	62.2%	37.8%	79.7%	20.3%	85.5%	14.5%	85.1%	14.9%
Siemens Rail Automation Limited	31.3%	35.5%	52.4%	47.6%	93.9%	89.8%	60.3%	39.6%	78.6%	21.4%	90.9%	9.1%	94.3%	5.7%
Siemens Healthcare Diagnostics Manufacturing Limited	17.6%	8.8%	22.4%	7.1%	94.3%	98.1%	56.7%	43.3%	40%	60%	58.3%	41.7%	71.2%	28.8%
Siemens Healthcare Diagnostics Products Limited	9.1%	1.1%	21.6%	1.8%	99.2%	97.9%	52%	48%	74%	26%	64%	36%	72.7%	27.3%
Electrium Sales Limited	34.6%	35.6%	55.3%	12.4%	92.9%	96.8%	54.9%	45%	45%	54.9%	80.2%	19.8%	91.2%	8.8%
Siemens Industrial Turbomachinery Limited	15.6%	14.4%	62.3%	0.0%	94.8%	93.9%	70.2%	29.8%	88.3%	11.7%	84.2%	15.8%	92.7%	7.3%
Industrial Turbine Company (UK) Limited	13%	13.2%	36%	17.7%	95.5%	95.2%	75%	25%	81.3%	18.7%	89.1%	10.9%	91.1%	8.8%
Siemens Healthcare Limited	8.1%	6.3%	9.3%	41.8%	94.6%	91.2%	61%	39%	88.2%	11.8%	80.1%	19.9%	75.9%	24.1%
Siemens Industry Software Limited	34.7%	38.8%	72.7%	75.5%	85.2%	80.9%	50.7%	49.1%	75.6%	24.3%	91.4%	8.6%	93%	7%
Siemens Gamesa Renewable Energy Limited	2.3%	6.7%	-16.8%	-11.2%	84.2%	86.3%	86.8%	13.2%	86.6%	13.4%	91.3%	8.7%	88.6%	11.4%



BRIDGING THE GAP...

We know engineering is brilliant and continues to change the world we live in. We also know that traditionally, women have not been attracted to the industry. In fact **only 9% of the current UK engineering workforce is female**.

We rely heavily on recruiting skilled people from STEM (science, technology, engineering and maths) related backgrounds. We have made huge efforts to improve the attractiveness of our industry to women through the £10 million investment in The Curiosity Project (since 2011) and education initiatives which include programmes for inspiring young women.



*To date resources have been downloaded **over 2000 times** from the Siemens Education website*

SeeWomen

A flexible stage show and a teacher training programme placing the spotlight on modern STEM female role models in Siemens and beyond. It explores women's ground breaking contributions to

science, technology and engineering and identifies the range and scope of careers available. The shows encourage girls to reflect on their aspirations and links this to their career choices and the training programme. Teachers are given practical careers information and external resources to help run SeeWomen shows and careers events. We work in close partnership with the Girls Schools Association to deliver this programme UK wide.

Greenpower

We have supported the Greenpower Education Trust since 2010 who work to enthuse young people about science and engineering by challenging them to design, build and race an electric car. With over 700 teams throughout the UK, more than 10,000 students from primary school age through to university are involved, 33% of whom are female.

25% of our 2017 graduate intake were female

GiSTEM (Girls in STEM Inspiring Futures, Raising Aspirations)

Aimed at girls aged 10 years and above. The downloadable resources for teachers and parents include lesson plans that explore equality, the world of work, role models and influencers, dispelling gender stereotypes associated with science and engineering.

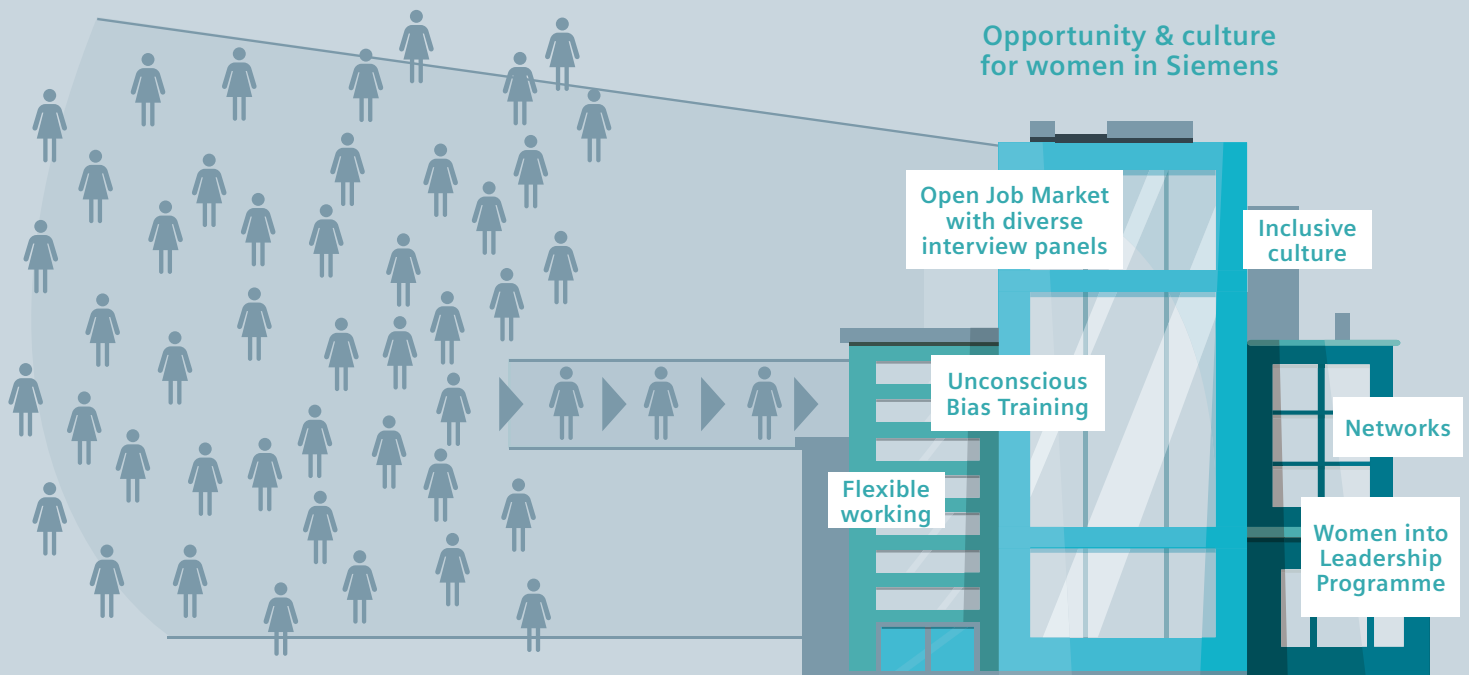
IET Diamond Jubilee Scholarship Programme

For the past 3 years, Siemens has sponsored a total of 36 female "diamond scholars" in achieving their engineering undergraduate degree. The sponsorship is open to female students only and aims to give these women exposure to our business through summer placements, and to help nurture and retain their talents in the engineering industry by recruiting them onto our graduate scheme upon the completion of their degree.

*GiSTEM resources saw circa **2000 teachers** access the materials and forward them to **400+ colleagues** (PSHE data analytics)*

FOSTERING OPPORTUNITY FOR WOMEN...

Within Siemens UK, we have more men working in senior roles than women which greatly influences our gender pay gap figure. We are working hard to address this including:



"Women into Leadership" programme

Now into its third year, we support and encourage women to build networks, gain sponsorship, mentors and find their own role models in this 12 month coaching/development programme.

Unconscious Bias training programme

1300 of our managers have completed this comprehensive training programme which includes a combination of classroom, e-learning and interactive videos.

1300 line managers have completed Unconscious Bias training

Returnship programme

We believe we need to encourage more females into technical roles through support & insight. To do this, we devised and will implement a career returners programme offering skills development, networking and insight opportunities.

Networks

Employee owned networks to enable our employees to share experiences and make new connections e.g. Women's Network, Mums and Dads, Inclusion Group, LGBT+

Leading maternity, paternity and shared parental leave policies

Commitment to flexible working

Flexible Working arrangements exist to allow our employees to strike a balance between work and any other commitments they might have, whether this is as a working parent, a carer, for study, or as a flexible route to retirement. We continue to drive this approach in all areas of our business.

Inclusive Culture

We operate and encourage an inclusive culture, where people can be themselves at work. We run regular listening groups, mentoring/coaching programmes, and a 'coffee roulette' style initiative at many of our UK sites, to encourage our employees to connect and share experiences whatever their background.



With all the tremendous progress we have made on equality in 100 years, there is still much to do. We must be inclusive in everything we do. Anything else is just wrong and also a massive missed opportunity for business in driving high performance organisational cultures, that foster innovation, customer focus, creativity, respect and responsibility at all levels.”

Juergen Maier, CEO Siemens UK



“It’s crucial that we increase the number of women in our organisation and reduce the gender pay gap. With 46% of the country’s workforce being women, we are far from where we want to be. We need to hire, develop and grow. Everyone.”

**Simone Davina, General Counsel
Diversity & Inclusion Ambassador**



“Who would not want to be part of a team of engineers and professionals helping shape the future of the world we live in for the better? The good news is more women are saying “I’m in” but the challenge is to create a supportive and inclusive environment where everyone can flourish. While we have great practices in some areas of our business that we can be rightly proud of, the implementation is not consistent or universal. So our focus has to be on a combination of new ideas and also driving a more rigorous and consequent approach to spreading the good practice we already have and embedding them right across our business community”

Toby Peyton-Jones, HR Director, Siemens UK

