



Gender pay gap report 2025, United Kingdom

Siemens Energy Ltd



Who are we?

Siemens Energy is a global leader in energy technology. We support companies and countries to reduce emissions across the energy landscape – for a more reliable, affordable and sustainable energy system.

In May 2022, Siemens Energy announced its tender offer to acquire all remaining shares in Siemens Gamesa. The tender offer concluded in December 2022, and following a corresponding purchase order, Siemens Energy held around 98% of Siemens Gamesa shares. In June 2023, the minority shareholders of Siemens Gamesa approved a capital reduction, thus paving the way for the company's full integration into Siemens Energy, which now holds 100% of the Siemens Gamesa shares.

Our 2023 Gender Pay Gap report was our first joint report, aligning our approach across both Siemens Energy and Siemens Gamesa in the UK. This is the first year that we publish our overall results together as one business, which now combines all our UK divisions including Wind Power, previously reported as Siemens Gamesa Renewable Energy.

We have a strong presence across the UK and Ireland, with more than 6,500 employees. Together we cover the entire energy value chain, from power generation and transmission to storage, which makes Siemens Energy a global market leader in terms of the energy transition.





Company Statement from Darren Davidson

Vice President Siemens Energy, UK & Ireland

This year marks an important milestone in how we report our gender pay gap data. For the first time, we are bringing together data from all our UK divisions, including Wind Power. This gives us a clearer, more complete picture of where we are and what we need to do going forward.

That picture reflects something we accept openly: it's vital that we close the gender pay gap, but it is an ongoing journey. The energy industry has historically been male-dominated, and with women currently representing around 18% of our workforce, we know we have more work to do.

For me, this starts with STEM activities in schools and education, and we need to continue our focus on showing girls and young women that energy is a potential career path for them.

We need to work hard to attract women into the energy sector – whether through apprenticeships, graduate routes, or other pathways into the workplace.

And once people are within the organisation, supporting them through women's networks, mentoring, and leadership opportunities.

We also need to continue promoting the breadth of what we do as an organisation. With over 7,000 people in the company, people are often surprised at just how wide a range of roles we offer. It is not just about engineering jobs; there is a whole host of careers in our company, and we need to make sure that all candidates can build the career they want with us.

I've been in this industry for more than 35 years and I don't think there has ever been a better time to work in the energy sector. It's evolving and growing. And we need to make sure that the growth we are seeing includes real improvement in how we bring women into the sector and into our organisation.

As a business, we need that diversity at all levels of the organisation. But for me, it's not about the benefits to the business, it's about righting a wrong.

Fundamentally, it is not right for someone to be paid differently because of their gender. Companies like ours need to work hard to make sure those pay gaps are being addressed. It won't happen overnight, but we are making progress on an ongoing basis, and we are committed to continuing that.

To the women in our business, and those thinking of joining us: Siemens Energy is a great place to work and to build your career. Energy is an exciting sector to be a part of and we want this to be a place where everyone truly feels included and is paid correctly for the job they do.

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke at the end, representing Darren Davidson.

About this report

In accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2016 (UK), (the "Regulations"). We are pleased to present our 2025 Gender Pay Gap Report for Siemens Energy and Siemens Gamesa which is subject to the Regulations.

The hourly pay calculations are based on a 'snapshot date' of 5 April 2025, and the bonus pay calculations are based on the 12 months prior to this date. The data within this report reflects our organisations on this date.

What is the Gender Pay Gap?

The gender pay gap is an equality measure that shows the percentage difference in average (mean or median) earnings, for both hourly pay and bonus pay, between women and men across an organisation, regardless of the nature of their work.

The gender pay gap is different to equal pay. Equal pay deals with the direct pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

The report is based on legal gender categories. We acknowledge that our people may identify differently.

Mean

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



Median

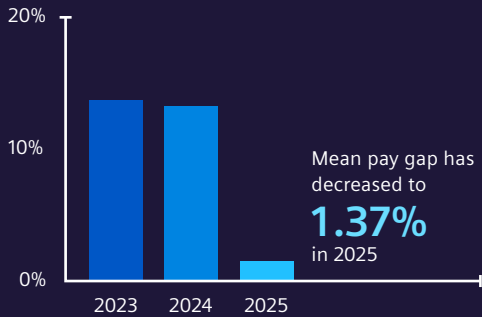
The median is the midpoint when you separately line up women's pay low to high, and the same for men. The median pay gap is the percentage difference between the hourly pay rate for the middle woman compared to that of the middle man.



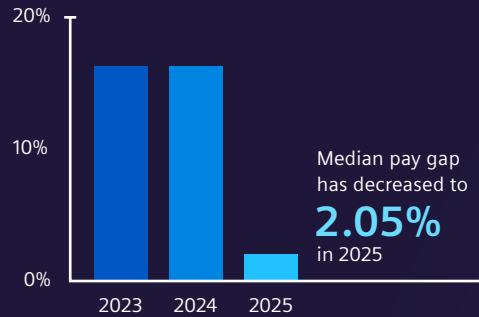
The Overall Siemens Energy UK GPG Results

Gender Pay Gap

Mean

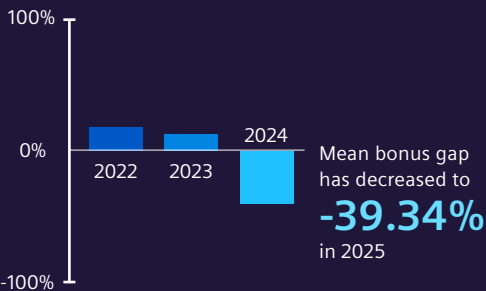


Median

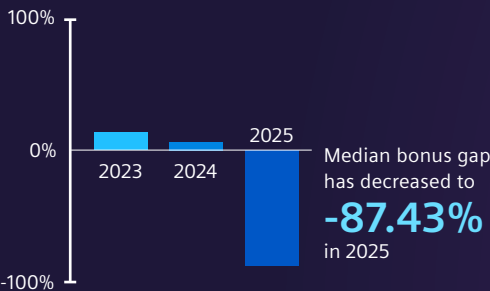


Bonus Pay Gap

Mean



Median



82.20% of men receive a bonus



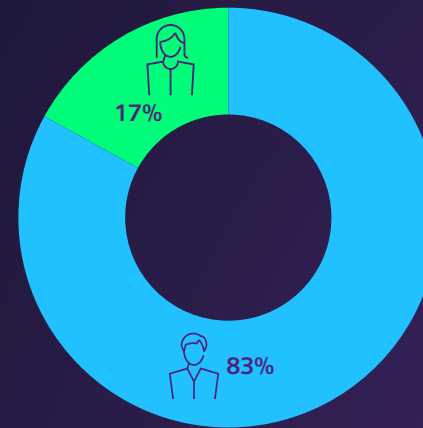
76.71% of women receive a bonus



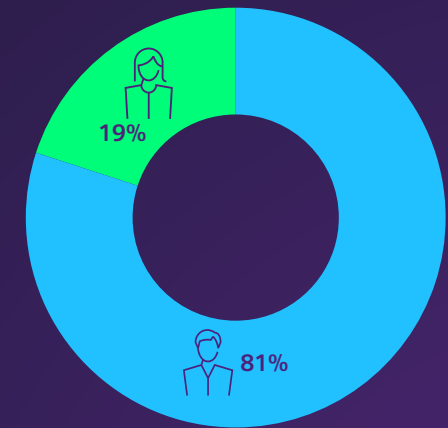
Gender Breakdown

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

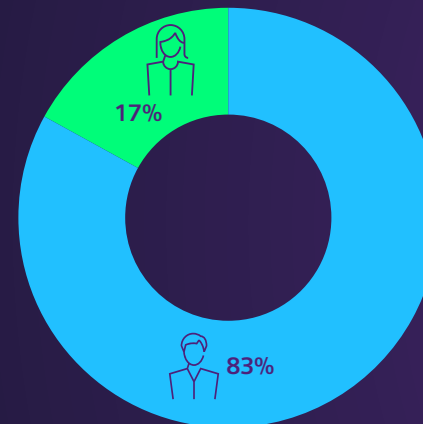
Lower Paid



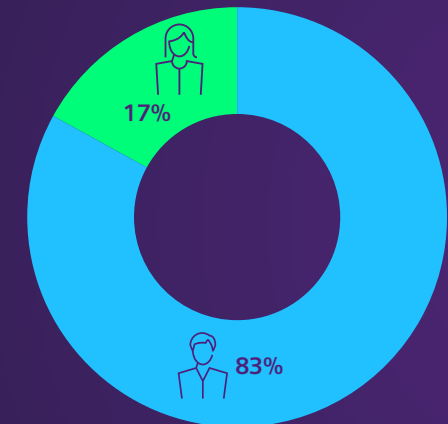
Lower Middle



Upper Middle



Upper Paid



Our Individual Legal Entity GPG Results

Gender Pay Gap	Mean GPG	Median GPG	Mean Bonus GPG	Median Bonus GPG	Receiving a Bonus	
					Men	Women
Siemens Gamesa Renewable Energy	-10.02%	-1.82%	-97.04%	-150.58%	94.18%	93.16%
Siemens Energy Industrial Turbomachinery Limited	13.53%	9.34%	35.03%	34.10%	38.25%	29.25%
Siemens Energy Limited	8.71%	16.68%	-13.32%	-38.88%	93.02%	89.23%
Industrial Turbine Company (UK) Limited	23.03%	19.11%	44.33%	18.30%	94.72%	86.49%

Gender Breakdown	Lower Paid		Lower Middle		Upper Middle		Upper Paid	
	Men	Women	Men	Women	Men	Women	Men	Women
Siemens Gamesa Renewable Energy	89.47%	10.53%	88.78%	11.22%	90.83%	9.17%	84.27%	15.73%
Siemens Energy Industrial Turbomachinery Limited	69.03%	30.97%	86.39%	13.61%	82.25%	17.75%	88.76%	11.24%
Siemens Energy Limited	67.31%	32.69%	74.57%	25.43%	85.65%	14.35%	79.23%	20.77%
Industrial Turbine Company (UK) Limited	48.98%	51.02%	71.43%	28.57%	80.61%	19.39%	87.63%	12.37%

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

Materials Solutions Limited (MSL) not included as fewer than 250 employees. MSL is included in the Siemens Energy UK overall figures.

What is the data showing us?

This is the first year we are publishing our overall results as one combined business, bringing together all our UK divisions, including Wind Power, which was previously reported under Siemens Gamesa Renewable Energy.

Over the past year, we have seen headcount growth and a positive improvement in our overall Siemens Energy UK gender pay gap results for both the mean and median hourly pay comparisons between men and women. This is encouraging progress, and we are pleased to see a gradual year on year increase in the percentage of women represented in our higher paid quartiles.

Although female representation across the quartiles has remained broadly similar or increased slightly, the overall proportion of women compared to men remains low. However, this year's movement of women from the lower to the upper quartiles is a positive indicator. We still need to continue improving gender balance across all levels of the organisation to move closer to pay parity.

With respect to the bonus gender pay gap, this year's results show a noticeable shift due to reporting as a single combined company, including the Wind Power business. This has particularly impacted the median bonus pay gap figure.

We have a similar proportion of men and women participating in a bonus scheme. Our deeper analysis indicates a higher concentration of female employees in white collar roles. Within these positions, we are seeing a negative bonus pay gap, meaning women in these roles are receiving higher bonuses on average than their male counterparts. This supports the assumption that women in our organisation tend to be more represented in white collar roles rather than blue collar positions.

In summary, achieving a zero gender pay gap in the future will require increasing the overall number of women across all levels of our organisation. Now that we can view our statistics as a unified business, it will be valuable to observe how these trends develop over time.



As a values-led company, we stand by our commitment to building an inclusive culture where people feel able to be themselves

Our Commitment

This year, we are publishing a single Gender Pay Gap report. As a values led company, we are committed to inclusion, diversity and belonging because we believe that an inclusive culture is one where people feel valued, respected and heard.

As a company, we have a global inclusion and belonging strategy that we implement locally.

We embed inclusion and belonging in everything we do through our strategic intent of promoting equity, fostering belonging, bringing the outside in through society and partnerships and holding our leaders accountable.

In the UK&I, we have a business leader led inclusion council that steers our activities and enables national initiatives. Our strong employee networks and commitment to celebrating key diversity dates have been highlights this past year.

We are a growing business, and our data shows positive improvement in our gender pay gap, together with some interesting nuance, such as our incentive payments for women.

We are committed to flexible working and have a strong “better together” culture that supports all employees to work in a way that is good for them and good for the business.

Finally, as a responsible employer at the heart of the energy transition in the UK&I, we are focused on providing good jobs with fair pay.

The UK&I is a major market for Siemens Energy and we want to attract the brightest and best to help us build a sustainable future. For us, diversity is a fact and inclusion is a choice. We choose inclusion because we know it makes good business and is the right thing to do.



Dan Simpson
Head of HR Siemens Energy
UK & Ireland

Inclusion and Diversity at Siemens Energy



Equity

We recognise the unique needs of each individual or group and we remove barriers and create opportunities under which everyone can participate on equal terms.



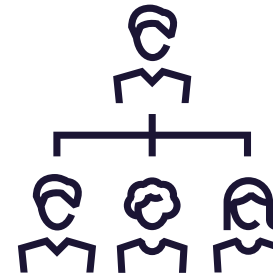
Belonging

We make our mix work by creating an inclusive culture where people feel respected, engaged, able to speak up and be themselves.



Society and Partnerships

We work together, internally and externally, with customers and partners to support us in becoming more diverse & inclusive.



Accountable Leaders

Our leaders are accountable and internally and publicly champion diversity, equity and inclusion.

Our Core Behaviour – “Be Open & Inclusive”

We use **“inclusion”** to describe our commitment to being an open and inclusive company, striving to create safe, welcoming workplaces with a culture that encourages equality and belonging.

We use **“diversity”** to describe our commitment to recognising and respecting the differences between people whilst valuing the contribution everyone can make to our business, without any tolerance for discrimination or bias of any kind.

Society & Partnerships

A key focus for us is access to education, with a specific focus on STEM subjects. Below are some examples of activities we've been involved in recently, inspiring students of all ages to consider a career in the energy sector.

National CSR Champion Award and Primary Engineer partnership

Everyone at Siemens Energy is incredibly proud of our Inch Cape team, who, in January 2026, were awarded the National CSR Champion Award at the Scottish Corporate Social Responsibility Excellence Awards, for their community engagement work around the onshore substation at Cockenzie in East Lothian.

Since 2023, the team at Inch Cape have been working with four communities close to the site, including community centres, charities and social enterprises. To date, Siemens Energy has donated over £27,000 to 27 different causes and initiatives, including those supporting mental health; domestic abuse; food poverty; children and families; school trips, school holiday activities and meals; opportunities to connect for older people; conservation activities; tree planting; and much more.

Our community engagement work in the area has delivered positive change for children, families, teenagers, older people and others living in the community.

Stemettes

In 2025 we partnered with award-winning social enterprise, Stemettes, which works across the UK, Ireland and beyond to inspire and support girls, young women, and non-binary young people into Science, Technology, Engineering, Arts and Maths (STEAM) careers.

As part of the Student to Stemettes programme, we supported 20 young women and non-binary people over the course of five months to build their confidence, develop their employability skills and explore careers in STEAM – including opportunities here at Siemens Energy.

Mentees from Stemettes were matched with female mentors from Siemens Energy and the Stemettes volunteer community. The newly formed groups met fortnightly and used structured 'meet guides' to lead meaningful and focused conversations around careers in STEAM.

Mentees also participated in a series of workshops focused on problem-solving, networking and soft skills, each designed to complement their mentoring experience and further boost their confidence.

Mentees rated the experience 10/10, and 100% of the young people reported an improvement in their STEAM confidence.

It also proved to be a valuable experience for our mentors, with 88% reporting they felt more inspired and had improved their mentoring skills. Emma Almond, PD Materials and Laboratory Team Leader at Siemens Energy, said: "From the first application to the induction, Stemettes were absolutely incredible. The passion, enthusiasm and meticulous organisation truly shines through. Being part of the programme has allowed me to enhance my coaching and mentoring skills, build a strong bond with my mentee, and get a sense of fulfillment in supporting a young woman on her journey into STEAM."

Carmen Zaragoza Moreno, Strategy Manager at Siemens Energy, added: "I had regular sessions with my mentee, Japji, who aspires to become a chemical engineer working in CCUS (carbon capture, utilisation and storage) technologies. Awareness of CCUS and the energy transition is increasing, and it is very inspiring to see how this is sparking young people's interest and encouraging them to pursue careers in engineering."



Primary Engineer

The Inch Cape team has also worked with the local schools, providing work experience, delivering careers talks, and running a competition with Primary Engineer – the purpose-driven not-for-profit that aims to ensure all UK children and pupils achieve their full potential through engagement with engineering.

Siemens Energy has been a proud partner of Primary Engineer for many years and we've introduced hundreds of children to the world of engineering and helped inspire them to pursue future careers in the STEAM sector.

One such child is Libby from Cockenzie Primary School, who developed a very special idea as part of Primary Engineer's annual competition that asked students, "If you were an engineer, what would you do?"

Libby's innovative Bench Bed design – a bench for public seating during the day and a bed for people experiencing homelessness to sleep in at night – won the Southeast of Scotland category and was selected by The University of Edinburgh's School of Engineering to be developed into a working prototype.

The ProtoTeam at the School of Engineering welcomed Libby to the University, where she was involved in design discussions and decision-making for her Bench Bed. She was able to get practical, hands-on experience in a soldering workshop where she helped build the custom printed circuit board that controls her Bench Bed's lighting and communications systems.

The prototype went on to win a gold medal at the Primary Engineer MacRobert Awards, which celebrate the achievements of school pupils, students and young engineers who have worked together to create innovative and world-changing prototypes.

Dr Katie Grant, Widening Participation and Outreach Manager at the School of Engineering, said: "From the very beginning, we knew Libby's design was something truly special. It was inspiring to see a young person thinking creatively about how to help others in her community. The team are thrilled that their prototype – developed from Libby's design and shaped with her input throughout – has won a Gold MacRobert Award.

"This achievement is a real testament to the team's technical expertise and their dedication to engaging with young people to inspire the next generation of engineers, especially in such a competitive field of outstanding prototypes. We are also grateful to Primary Engineer for running such an excellent programme that makes this possible."

A huge congratulations to Libby and the team at the University of Edinburgh School of Engineering from everyone at Siemens Energy.



Spotlight

Apprenticeship stories

Megan Holt, Commissioning Technician

I began my career in the wind industry as one of the first four construction apprentices at Siemens Energy – an opportunity that laid the foundation for everything I have achieved since.

Throughout my time at Siemens Energy, I have had the privilege of working across a wide range of offshore projects and across various platforms, gaining invaluable experience in different locations, teams, and operational settings.

I am also proud to have been the first female to complete this apprenticeship pathway – a milestone that reflects progress within the industry, while never defining my journey entirely.

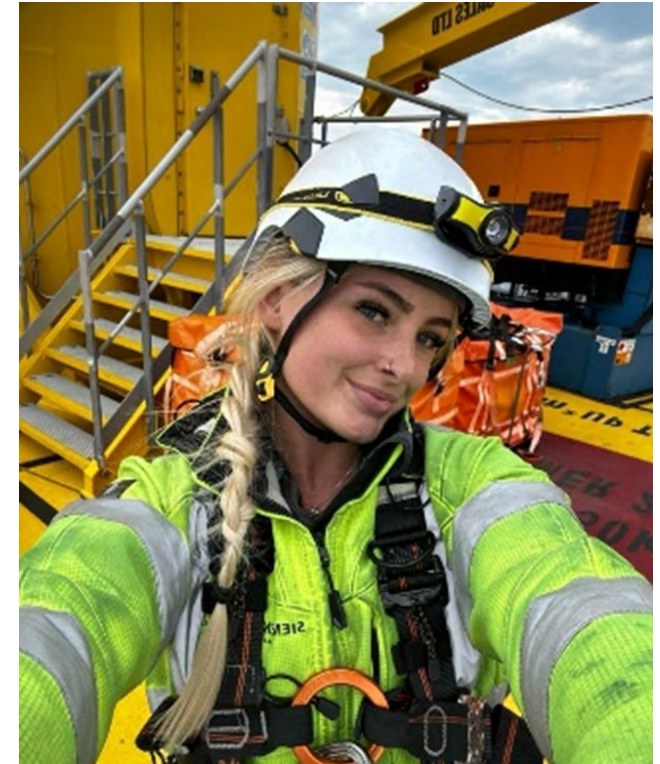
From the very start, I was immersed in a fast-paced, demanding environment that pushed me to develop both technically and personally. Now after completing my four-year apprenticeship, I have set my sights on working towards the next step.

In the six months following my apprenticeship, I have qualified as an MT, and I am now focusing on finalising my CTC logbook.

Alongside my technical role, I am passionate about encouraging the next generation into the wind industry. I have taken part in visits to schools across North East Lincolnshire, promoting careers in renewables and showing young girls that this industry is not only accessible, but full of opportunity.

One of the most rewarding parts of my journey has been hearing from those students later on. Some are now working within the industry themselves, and others have been inspired and are determined to pursue a career in wind as a result of these conversations.

While the journey has come with its challenges, each one has contributed to my growth and progression within the company, and I look forward to being a part of the success of future projects. My time in wind so far has been incredibly rewarding, and I am excited about what lies ahead.



“My time in wind so far has been incredibly rewarding, and I am excited about what lies ahead.”

Spotlight

Apprenticeship stories

Lauren Taylor, Environmental Degree Apprenticeship

In my first year of being an Environmental Degree Apprentice at Siemens Energy I have been lucky to learn so much from my colleagues and get involved with a variety of exciting Early Careers initiatives.

I have really enjoyed the team bonding experiences with my Early Career peers, including at Brathay, and other fun volunteering and social events which I helped to organise with the group.

These experiences brought us together as a strong apprentice team and enabled us to take an educational board game concept all the way to the global finals of the internal Passion 4 Energy awards.

I felt honoured to represent our team in Vienna at the European finals, where we were named winners in our category. There, we showcased our efforts to inspire the next generation and highlighted the projects Siemens Energy is leading worldwide.

Additionally, I've had the chance to visit project sites across Germany, England, Wales and Scotland. Combined with my university studies for the apprenticeship, these experiences have strengthened my understanding of both the business and its environmental aspects.



Spotlight

Lucy Good – Offshore Wind Technician

Lucy Good studied at the Humber Energy Skills Training Academy and qualified as a fully trained electrician at the end of her first year. Now, as a Siemens Energy offshore wind technician, she helps install and maintain offshore wind turbines, most recently working on the Moray West offshore wind farm, off the coast of Scotland.

I knew wind would be a key future energy source, and I wanted to be part of that. It is an incredibly rewarding industry to work in and I have found that a career in this field provides a huge number of opportunities.

A job in energy gives you so much variety in what you can do and so many chances to train in exciting technologies. Through my apprenticeship, I have travelled to many different countries, completed globally recognised training courses and even qualified as an electrician.

In my current role, there have been opportunities to train in high-voltage, installation, commissioning and managerial roles, and there is always room to learn new skills.

The experience of working offshore for the first time will stay with me. It is an amazing environment to be in. Being on the boat miles out at sea, working on these amazing structures is a magical experience.

For the Moray West offshore wind farm project, I was working on installation. That meant working on turbines with 108m blades – as long as football pitches – out in the North Sea off the coast of Scotland. It was a unique experience and amazing to see first-hand how these technologies come to life.

Through understanding the build and installation process, you really get to see the end-to-end process, how these machines come together and are designed. I have a real sense of pride that projects like Moray West will be generating clean energy for years to come, and I have played a part in that story.

I have also loved being able to tell my stories to people outside the industry – through my job I have gone to schools to introduce students to what I do and even met some politicians. I am only 20 and have already had so many opportunities. I want to continue to inspire others.

Personally, I have felt hugely supported by the industry. I have my own personal protective equipment that was ordered to be suitable for me. I have been given my own locker and changing areas as well as other female-only spaces.

I have found no restrictions in my work. Most of the time, the rest of the team I work with is men, and to them, I have always been just another colleague and treated with respect.



“It is an incredibly rewarding industry to work in and I have found that a career in this field provides a huge number of opportunities.”

Employee Voices

Empowering women and embedding an inclusive culture

Prangya Bhanj, Finance Analyst

When I joined Siemens Energy in April 2024, my first impression was the scale and complexity of the business, and how interconnected finance is with everything. It doesn't stand on its own; it's central to decision-making.

Now, as a Finance Analyst in Grid Technology, I see my role as much more than solely reporting numbers. I act as a finance business partner, supporting the business to achieve its financial targets. I deliver performance and financial analyses, forecasting and month-end activities. Day to day, I analyse financial statements, maintain a rolling forecast and assist with audits and compliance. I also support new graduates, particularly during their first year at Siemens Energy.

I really enjoy working closely with colleagues in operations, tendering, sales, commercial and engineering. I spend a lot of time understanding other teams' challenges and acting as a bridge between finance and the wider business. It helps me understand the story behind the numbers, and gives me an insight into business decisions.

The culture here feels fast paced but also supportive and collaborative. There's also an openness to continuous learning. In a way it's like still being in university, as the learning never stops!

As a woman in the industry, I don't see as many women in leadership positions as I would like to.

However, my first head of finance was a woman, and she was amazing. I learned so much from her in those first few months, and it felt empowering to see someone like me in that role. And my current team is nearly all women, which is a great support network to have.

Challenges I've faced are mainly around confidence and speaking up. You can feel a pressure to prove your credibility and there can be subtle biases about people's knowledge and experience. I've overcome this by building a strong subject matter knowledge and being well prepared for meetings. I let the quality and consistency of my work speak for itself and I make a conscious effort to ask questions and take ownership of complex topics.

I've also found strength in seeking out support from female colleagues and learning from other women in STEM – how they've adapted to changes and made a path for other women to follow. Because of them it feels possible. If I was giving advice to younger women, I'd say follow your curiosity and interests, even if you don't see many people like you in the room. Ask questions, take up space and don't wait until you feel perfect. Confidence grows through experiencing, contributing and showing up.

Seek out mentors, learn from others' challenges, and don't be afraid to be yourself; your perspective is as valuable as anyone else's.

Looking ahead, I want to move into leadership within the energy sector. Most importantly, I want to be a people leader – someone who delivers results but also encourages others. If someone can look at me and think, 'She's done it, so I can too,' that's the kind of impact I hope to have.



"The culture here feels fast paced but also supportive and collaborative. There's also an openness to continuous learning."

Employee Voices

Empowering women and embedding an inclusive culture

Esmee Thornton, Operations Manager

W I'm the Operations Manager for our East Anglia wind farms and my role is to have a broad overview of our projects from a safety perspective, an operational perspective and a financial perspective. Are we meeting our contractual obligations? Hitting KPIs? And delivering everything within budget? There's also a people-management side to my job, supporting and helping to develop the team.

What I love is that it's very varied. There's a lot of problem-solving and operational work which I really like, and I also get to have that bigger picture, long-term view.

I've always worked in the energy sector, previously in oil and gas, so I'm very used to working in male-dominated environments. When I first joined Siemens Energy, just over five years ago, I was a Deputy Site Manager and most women in my team were in support functions rather than site-based roles.

In fact, I was the only woman in the East Anglia team except for the administrator. Now, a few years on, that's changed a lot. We have female technicians, safety leads and managers. It's visibly better across the business as a whole.

Earlier in my career, working in oil and gas as a young woman, I sometimes experienced not being listened to, or taken seriously. I've also seen women face practical barriers, like struggling to find PPE to fit. But one of the biggest gaps for me has been role models – people to look up to, to show you what's possible and what routes you could take. When you mostly see men in senior roles, it's harder to picture your own path. That's why I'm keen to take female technicians into schools and skills events with me.

Siemens Energy has a strong Women's Network which is helpful in terms of highlighting opportunities, and which I think should be given more prominence. Work has been done around PPE, and around how we advertise and engage externally – I've definitely noticed that the comms that goes out has better diversity.

But I think there's more we could do. For me, it's not just about developing the women already here, it's about how we get more women into the business in the first place. When we advertise roles, the language we use and the benefits we talk about, like flexible working and parental leave, are all important.

My advice to women interested in working in energy or offshore wind is to speak to people. If you're interested in a role, reach out and have a chat. A lot of people are willing to give you that time.

And there are so many different opportunities available – far more than people think – from law and finance to technical jobs.

From my point of view, it's not an issue being a woman in this industry, and I definitely want to stay within the sector, but you won't know that until you give it a try.



"It's not just about developing the women already here, it's about how we get more women into the business in the first place."

Employee Voices

Empowering women and embedding an inclusive culture

Claire Johnson, Head of Transformation for SGT

My journey with Siemens Energy began around 2006 when the company I was working for was acquired. I actually started my engineering career at a company called Ruston Gas Turbines in 1991, where I was one of only two female apprentices. It was at that time still a very male dominated industry.

After I completed my technician apprenticeship and Higher National Certificate (HNC), I studied for my BEng (Hons) degree before gaining my Chartered Engineer status in 1999. I was particularly proud of this as it demonstrated I was recognised by my peers. In the early 2000s I achieved a Masters degree in Rapid Product Development.

I've held many different roles at Siemens Energy but I'm currently Head of Transformation for Small Gas Turbines in Lincoln where I lead a team of 14 employees. I love the challenges and variety it brings.

Having worked in engineering for 30 years I've seen the industry change for the better – especially when it comes to gender diversity. There are more women working in engineering across all areas of the sector, but I still think we're underrepresented in senior leadership positions. More needs to be done to consider why women are being excluded from these roles and what organisations can do to support female leaders.

Encouraging women to apply for roles in the first place and making flexible working achievable is key in my opinion.

Looking back on my career I'd say I've had a very positive experience as a woman working in STEM. I've been given so many fantastic opportunities at Siemens Energy, and I've seen and been part of the work the company is doing to become a more gender positive workplace. I've taken part in the 'Women In Leadership' programme, which not only built my confidence, but also gave me access to a women's network. Until last year I was also on the panel for 'Women in OneSGT' which looks to support women at all stages of their career at Siemens Energy. We have many allies for the women's groups within the company.

I feel very protective of women coming into the sector, and that's mainly because when I first started my career there was no support available for females in the industry. I found being one of a small number of women engineers and managers quite isolating and difficult. Looking back, I think I was always trying really hard to fit in. Yes, things have changed for the better, but we still have a pay gap, and we still have fewer women in leadership roles. Acknowledging that is the first step in addressing it. Siemens Energy has made brilliant progress, but we can and should do more.

My advice to women starting their careers at Siemens Energy is don't doubt yourself, be your own unapologetic self. Take advantage of all the fantastic training and development opportunities available at the business and know that your hard work will be recognised.

I'm really passionate about making people aware of the different levels of entry and wide range of career options at Siemens Energy. I love going into schools and leading STEM activities for the children. We're a company full of incredible people making incredible products that make a difference to people all over the world. That makes me very proud to work here.



"I've seen and been part of the work the company is doing to become a more gender positive workplace."

Employee Voices

Empowering women and embedding an inclusive culture

Ewa Radzanowska, Technical Project Specialist

W I graduated from Edinburgh University in 2021 with a master's degree in mechanical engineering. I completed a six-month student placement with a small, Edinburgh-based company and I must have made a good impression, as my contract was extended and I secured a permanent position as a mechanical engineer after graduation.

The company was bought out by Siemens Energy, who identified a gap between their remote engineering team and the technicians on the ground, and offered me the role of Technical Project Specialist at exactly the right time. Since then the role has grown from UK-only to cover North Europe, and right now I'm supporting teams in Poland and the Benelux region.

It's a role which sits between engineering, operations and project management and I act as an intermediate step between the engineers designing solutions and the technicians working with wind turbines. I still use my mechanical engineering background, but I've also developed electrical, software and project management skills. I never get bored and I feel lucky that I found my place quite early on in my career.

When I go on site it's usually quite male-dominated – personally, I've never met a female technician on site, and I know there are only a few in the UK – but my experience has still been positive.

People are supportive, but not condescending, and I'm treated as part of the team.

Since I started my career, I've always felt on an equal level with everyone else and I haven't had any negative experiences. And within Siemens Energy I can see successful women who started where I am now and have ended up in leadership roles because of the technical knowledge they have. That's where I'd like to be in the future.

I'm part of Siemens Energy's UK social action group, so I know the company organises school visits, careers events and has STEM kits that volunteers can take into classrooms. I attend events myself and I think they're so important.

But for a company as big as Siemens Energy, I think there could be more funding to get out there and do more. Representation starts at that early level – sparking engagement at a young age, going to careers events, showing young people that it's possible. That's where I see a gap.

Personally, I always loved maths and physics and there was nothing else I was interested in doing, so engineering was an easy decision for me. But I know that people can be apprehensive about going into an industry that's male dominated. So when I go to schools, I let people know that there's nothing weird about being an engineer as a woman. I tell them to do what they want to, regardless of what others might say. Listen to yourself, not to anyone else.



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Employee Voices

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Gaby Koczek, Head of Offshore Project Management – Gas Services UK&IE

W I joined Siemens Energy back in 2019 as a Project Coordinator. I was initially employed on a six month contract and it was my intention to move on when my contract ended, but I found I integrated well into the team and everyone was so friendly. I was impressed at how passionate people were about their roles and about the company as a whole. So I made the decision to stay.

I moved from my Project Coordinator role into project management and I'm now Head of Offshore Project Management for gas services in the UK and Ireland. I work within the same team I started in seven years ago, but I'm now in a leadership position. I've definitely seen more women progress into management and leadership roles compared to when I first started at Siemens Energy.

The positive culture we've grown should continue to encourage women to apply for those positions, and we as managers and leaders should ensure we support women on their journey by providing coaching, mentoring and other training opportunities. It's my experience that women tend to be more critical of themselves and that can be a barrier in applying for senior or management roles.

We've definitely become a more diverse workplace, which is encouraging to see. Diversity brings together different experiences and approaches.

That leads to faster problem-solving and decision-making and it's a driver for innovation and talent retention. Having more women in the workforce brings different perspectives, challenges the status quo, and looks at problems from a completely different angle.

As a company, Siemens Energy offers lots of initiatives and support schemes that are available to all employees, not just women. We do however have local women's networks in Lincoln, Aberdeen and Warwick, and we also offer training and development programmes specifically to support female employees.

When I think back to my younger self, the advice I would give to other women starting their careers in STEM is be proud of who you are and what you represent. If you work hard, if you're consistent, if you're determined in what you want to achieve, nothing can stop you. And remember that asking for help or advice is not a weakness, it's a strength. That's definitely something I struggled with at the beginning of my career.

I've been very fortunate in that I've never experienced discrimination in the workplace because of gender. In fact it's quite the opposite. At Siemens Energy I've always worked alongside men and women, and they've always encouraged me to do better and achieve more.

I still feel like my journey at Siemens Energy has only just started. There's so much more I can learn and I want to develop myself further.

I'm a curious learner and because it's such a big company, there are so many opportunities.

I've had many highlights in my career so far, but the one that really stands out is managing and leading people. It's not easy, but it's definitely the most rewarding. You have to gain people's trust, earn their respect, set the direction of travel, and take them on the journey with you. You get to see people grow and develop into high performing teams. That's something to be proud of.



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