

# Siemens Energy UK Gender Pay Gap Report 2021

**Honestly,  
are we on track?**

**Have we done enough  
to close the gender pay gap?**

LET'S MAKE TOMORROW DIFFERENT TODAY



**SIEMENS  
ENERGY**



# Company Statement from Steve Scrimshaw

Vice President | Siemens Energy UK&I

**Honestly, are we on track? We have set ourselves ambitious targets for the proportion of women at senior management level. But have we really done enough to close the gender pay gap?**

In the UK, Siemens Energy employs around 3,300 people located at both permanent and project sites across the country. Our energy businesses cover the entire energy conversion chain, from industrial applications, power generation, transmission and service with a key focus on decarbonisation and leading the energy transition.

Reporting the Gender Pay Gap isn't just a legal obligation to us, it is important for us to understand where a gap exists and how we can all work together to narrow and ultimately close it. This report will provide us with a baseline to move forward with specific actions to address the current gap.

At Siemens Energy we're committed to maintaining an inclusive workplace where everyone is welcome and able to bring their whole selves to work. We recognise

the importance of a diverse workforce and the success it brings to both us and our customers.

Traditionally, women have been under-represented in engineering and manufacturing sectors. A fifth of our workforce is female, with some of those working part time. We want to attract more women to work in our vibrant and engaging sector and we want to provide a clear career path for the women who already work for us.

Across all Siemens Energy businesses in the UK, we have a Gender Pay Gap of 16.11% for mean and 15.93% median pay. Whilst this is an improvement on last year, the gap is still too big. In an ideal world these figures would all be zero.

Although 20% of our employees are female, they are disproportionately sitting in the lowest paid quartile. This is not good enough. We need to encourage more women into these higher quartiles and create an environment which allows them to progress within our organisation.

So, what actions are we taking to close the gap? As a first step, our Global Executive Board has committed to increase the number of women in senior leadership roles to 25% by 2025. Increasing representation across all our businesses and at all levels is one of our top priorities and we continue to measure and improve on current levels. All jobs are openly advertised, with balanced interview panels for all candidates. We are reviewing all of our people policies to ensure we are being inclusive and in March 2022 we also engaged an Ombudsperson for related matters.

I'm inspired by everyone within our team who is actively driving our inclusion and diversity agenda, and helping us to create the leaders of the future.

Steve

The hourly pay calculations are based on a 'snapshot date' of 5 April 2021, and the bonus pay calculations are based on the 12 months prior to this date. The data within this report reflects our organisation on this date.

On the 'snapshot date', Siemens Energy in the UK had a total of 3377 employees, of which 2716 were male and 661 were female.

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

# 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.

## Mean

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



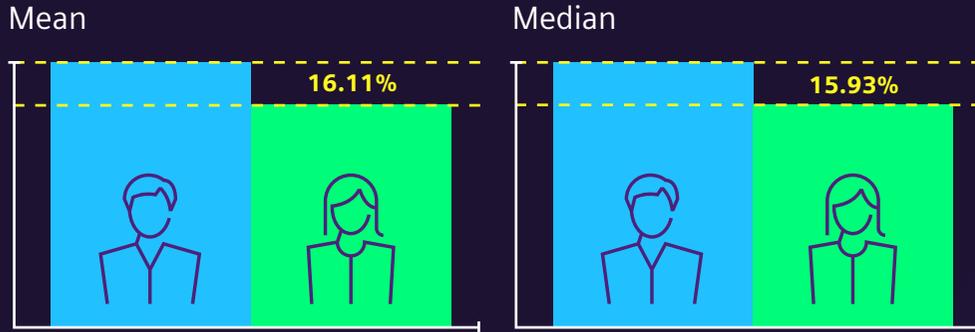
## Median

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.

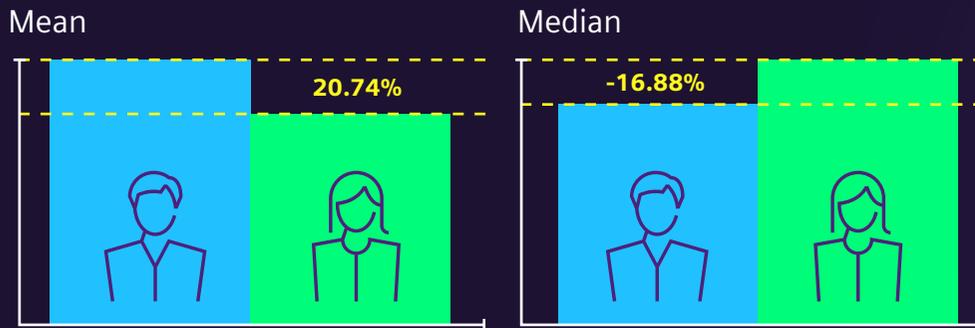


# The Overall Siemens Energy UK GPG Results

## Gender Pay Gap



## Bonus Pay Gap



62.69% of men receive a bonus



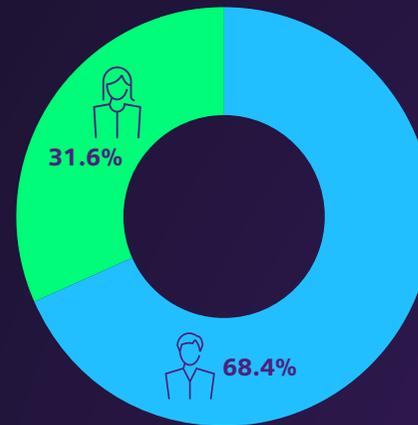
63.4% of women receive a bonus



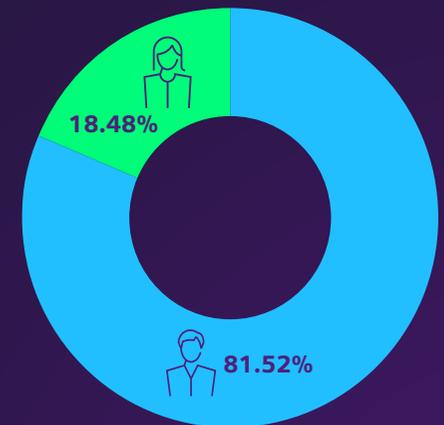
## Gender Breakdown

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

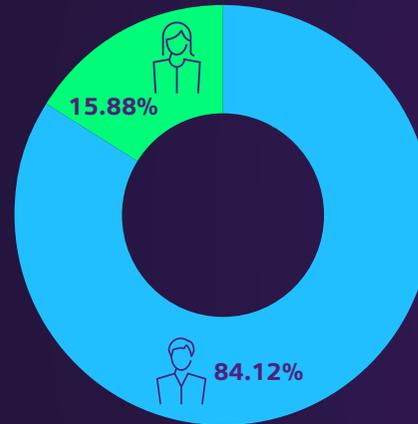
Lower Paid



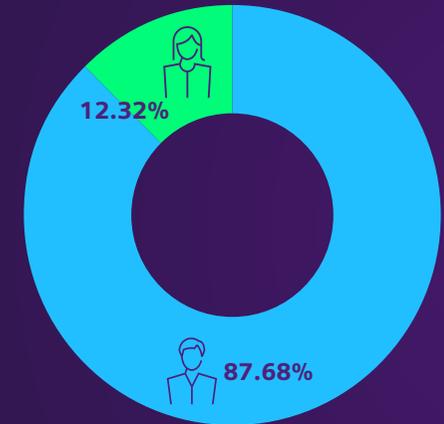
Lower Middle



Upper Middle



Upper Paid



Our overall Gender Pay Gap results include all our legal entities in Siemens Energy in the UK.

## 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 Energy Industrial Turbomachinery Limited	15.98%	14.99%	15.18%	11.09%	23.03%	19.35%
Siemens Energy Limited	16.73%	18.95%	14.5%	-59.13%	96.5%	96.35%
Industrial Turbine Company (UK) Limited	21.96%	18.76%	43.72%	19.85%	96.86%	92.75%

### Gender Breakdown

	Lower Paid		Lower Middle		Upper Middle		Upper Paid	
	Men	Women	Men	Women	Men	Women	Men	Women
Siemens Energy Industrial Turbomachinery Limited	67.3%	32.7%	88.8%	11.2%	83.11%	16.89%	91.26%	8.74%
Siemens Energy Limited	66.85%	33.15%	77.11%	22.89%	83.65%	16.35%	82.83%	17.17%
Industrial Turbine Company (UK) Limited	69.07%	30.93%	79.38%	20.62%	87.63%	12.37%	92.71%	7.29%

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.



# Our Commitment

"Diversity is a fact and inclusion is a choice, and at Siemens Energy we choose inclusion. Across our business we embed inclusion and diversity into everything we do and I'm proud that one of our core behaviours, which all employees must stand by, is to be open and inclusive.

The energy sector is at an exciting time in the energy transition in the UK and we need diversity of thought to help our customers navigate these challenges. We recognise the power of bringing together perspectives from different genders, backgrounds, countries, and age groups. Balanced teams make better decisions and are more representative of the societies that we serve.

Increasing representation across all our businesses and at all levels is one of our top priorities. We have employee networks representing Gender Equality, LGBTQIA+, Disability, Neurodivergence and their allies. And we are reviewing all of our people policies to ensure we are being inclusive.

We also recently introduced the Coalition of Allies: a cross-enterprise partnership to ensure all employees drive change through mutual support. By design, the Coalition of Allies fosters allyship, offers guidance, and tests and challenges ideas and actions – as well as helps the company listen whenever and wherever an employee needs to speak up.

Painful though it may be, our employees' honest feedback on how they experience gender, ethnicity, sexual identity, age, and disability and neurodiversity can help our organisation prove its commitment to inclusion and diversity as we listen, learn, improve, and heal.

However, we still have a lot to do to fulfil our gender targets. Our Board has pledged to increase the number of women in senior leadership roles to 25% by 2025. We are also committed to making balanced decisions in the hiring and placement of women throughout our company.

**Honestly, are we on track? Have we done enough to close the gender pay gap? The simple answer is no. Whilst our four measures of Gender Pay Gap have all shown an improvement between April 2020 and April 2021, the gap is still too big. We want to be better and are committed to a zero pay gap, but this will take time."**



**Dan Simpson**  
HR Director,  
UK & Ireland Secretary to the Global  
Inclusion & Diversity Council

# Our Commitment

"The world has changed fundamentally. Today, success depends even more on how well and fast we anticipate and meet our customers' needs and the ever-changing needs of society.

While our technologies are essential in these times of change, it is our people that make the difference. As shown during the global pandemic, where our employees adapted swiftly to new ways of working and continued to deliver innovative solutions of the future with our customers.

We want to listen respectfully, to learn from others and to mutually benefit from our differences. In doing so, we are building a company that represents all dimensions of diversity; where diverse teams thrive to fast-track business innovation; where our people are encouraged to adopt an inclusive behaviour and belong to a culture where we can be our authentic selves, thereby fulfilling our potential.

Our ambition is to increase the diversity of our workforce by committing to measuring and improving representation by gender, ethnic origin, nationality, disability, age and LGBTQIA+.

And in March 2022, we also engaged an Ombudsperson for Siemens Energy globally for inclusion and diversity.

**Honestly, are we on track? We have set ourselves ambitious targets for the proportion of women at senior management level. But is that really enough in order to close the gender pay gap?**

Ideally there would be 20% women in every pay quartile to show that women move up through the organisation in the same proportion as men do, but unfortunately this isn't the case. Through our external partnerships with The Hawthorn Club and Catalyst, we're providing our female employees with the tools they need to be able to progress.

Overall, our workforce has 20% females and 80% males. We're not happy with this but this takes time to change in our industry. We are partnering with schools and colleges to encourage more girls to consider STEM careers to create a pipeline of the female employees and leaders of tomorrow.

We need to do more, and quicker. In an ideal world we wouldn't have to report on our gender pay gap."



**Simone Davina**  
SE General Counsel and I&D ambassador,  
United Kingdom, Ireland and the Netherlands.  
SE Global Inclusion and Diversity lead  
for Legal and Compliance

# Inclusion and Diversity at Siemens Energy



## Equal Opportunity

We are committed to fair and transparent practices for the attraction, promotion, development and retention of diverse people with different skills, abilities and ideas.



## 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 and 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.

# 1. Equal Opportunity

**We are committed to fair and transparent practices for the attraction, promotion, development and retention of diverse people with different skills, abilities and ideas.**

We aim to make data driven decisions about topics that affect our people. To this end, we are launching an anonymous employee survey to gather more information about the gender identity, sexual orientation, ethnicity and disabilities of our workforce, as well as to find out whether our employees can bring their whole selves to work. This is really important to Siemens Energy as we believe that by feeling comfortable, respected and able to share how they are feeling, our employees can do their best work.

Siemens Energy has a whistleblowing channel called "Speak Up" where any employee can raise concerns about Compliance, Inclusion, Diversity and Behavioural matters. In addition, we have recently engaged an Ombudsperson who will receive any complaints about these same topics if an employee feels they want to speak to someone who is neutral and outside the company. Whichever route they choose, the employee will be supported to raise a complaint without fear of retaliation.



## 2. Belonging

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

**Allyship:** An inclusive world is a better world. In Siemens Energy, more than 90,000 employees worldwide join forces with welcoming colleagues who encourage equality and belonging. We strive for a culture where our employees can come to work every day feeling accepted for who they are. Allies play an important role in achieving a truly inclusive culture, and with a little more knowledge and understanding we can all be better allies.

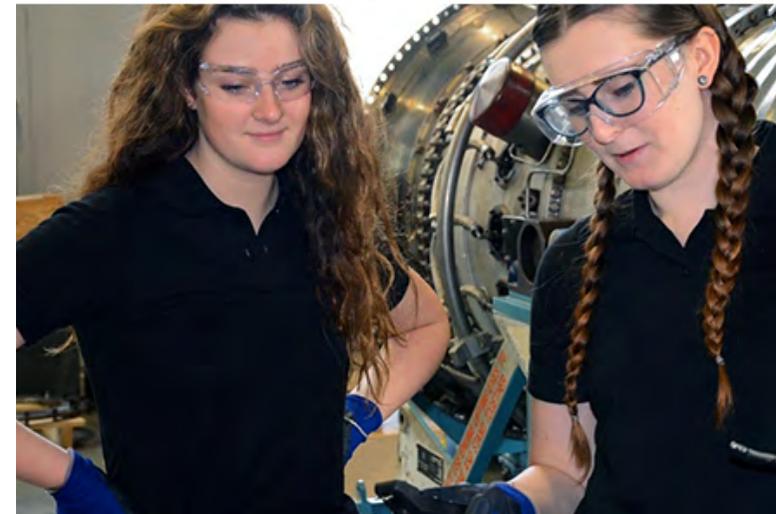
We also recently introduced the **Coalition of Allies:** a cross-enterprise partnership to ensure all employees drive change through mutual support. This is a global program, which we are implementing locally.

By design, the Coalition of Allies fosters allyship, offers guidance, and tests and challenges ideas and actions—as well as helps the company listen whenever and wherever an employee needs to speak out.

Our employees' honest feedback on how they experience gender, ethnicity, sexual identity, age, disability and neurodiversity can help our organisation prove its commitment to inclusion and diversity as we listen, learn, improve, and heal.

**Our Networks:** To ensure a holistic view on inclusion & diversity, we have employee networks representing Gender Equality, LGBTQIA+, Disability, Neurodivergence and their allies.

- **ENable** To bring together people with disabilities and neurodivergence along with their allies, supporters and managers, friends and relatives to make Siemens Energy a more accessible workplace.
- **LGBTQIA+** to promote inclusion and ensure that our Siemens Energy culture is one where this community feels empowered, represented and heard.
- **EnerGEN** is a Gender Equality Network that provides alignment and guidance on all gender focused topics within Siemens Energy. Their network of allies actively advocate gender equality, raise awareness and help to eliminate all forms of gender based obstacles in our organisation. It also sets up events to promote gender equality and celebrate inclusion and diversity, as well as working in partnership with external organisations.



# 3. Society & Partnerships

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

Siemens Energy is partnering with external organisations to provide networking opportunities, coaching and mentoring to women across the business who have shown the potential for progression to senior positions.

Our Societal Engagement Programme supports us in the development of a market-leading social value strategy and the delivery of social value outcomes from all of our activities. Our framework is aligned with the National Social Value Measurement Standard ('National TOMs' – Themes, Outcomes & Measures), which are built around five key themes; promoting jobs, skills and social innovation, supporting regional growth, empowering communities and protecting the environment.

Financial proxy values have been attributed to measures within the framework, allowing organisations to report their overall contribution to society in both financial and non-financial terms. By reflecting the real needs of communities, the TOMs enable a positive contribution towards economic, social and environmental wellbeing.

Our networks play an important role in the delivery of our social value outcomes. Our UK inclusion and diversity council initiated key areas of emphasis and impact by launching further focus groups that will enhance our experiences and value for 2021/2022 and beyond. The progressive work of these networks will enable us to further reflect the needs of our business and attribute additional efforts into our very own measurable framework.

As of 2020/2021 our social impact on society was £1,173,721.00. Further details, including our non-financial contribution to society, can be found in our [\*Siemens Energy Societal Engagement Annual Report\*](#).



## Hawthorn Club

The Hawthorn Club is an international network for executive women in the energy industry. Its mission is to promote the appointment of women to senior corporate positions and boards; to facilitate gender diversity within the energy sector.

## Catalyst

Catalyst have been advocating for better policies around race, gender, ethnicity, and other categories for decades.

## Women's Empowerment Principles

Established by the United Nations, these principles offer guidance to business on how to promote gender equality and women's empowerment in the workplace, marketplace and community.



I confirm that the data provided in  
this report is accurate

*Steve Scrimshaw* 29th March 2022

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Signed & dated  
Steve Scrimshaw

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