

# Siemens Energy UK Gender Pay Gap Report 2020



**SIEMENS**  
ENERGY



# Company Statement from Steve Scrimshaw

Vice President | Siemens Energy UK&I

The hourly pay calculations are based on a 'snapshot date' of 5 April 2020, 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 3480 employees, of which 2812 were male and 668 were female.

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

This is the first time we have reported our Gender Pay Gap as an independent company following the spinoff from Siemens plc in September 2020.

In the UK, Siemens Energy employs around 3,500 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 our businesses 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.

Increasing representation across all our businesses and at all levels is one of our top priorities. And initiatives such as Catalista and the Hawthorn Club enable us to support and inspire female talent, to create the leaders of the future.

Across all Siemens Energy businesses in the UK, we have a Gender Pay Gap of 16% for both mean and median pay and we are committed to closing this gap.

I'm inspired by the dedication of our team who are driving our inclusion and diversity agenda across all our businesses as this will be a key element to making progress on this important topic.

*Steve*

# 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.



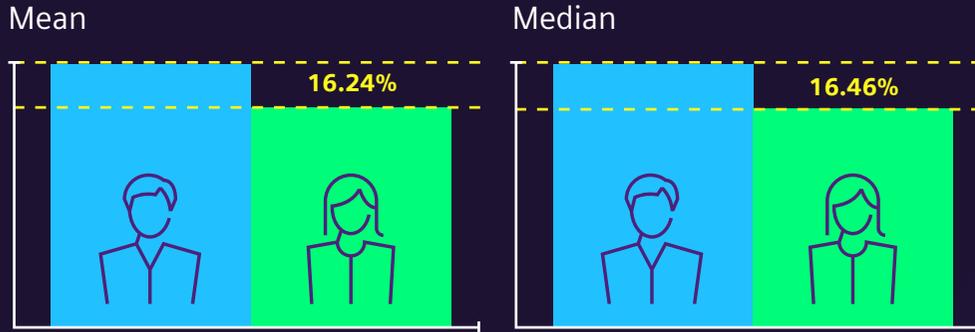
## Median

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.

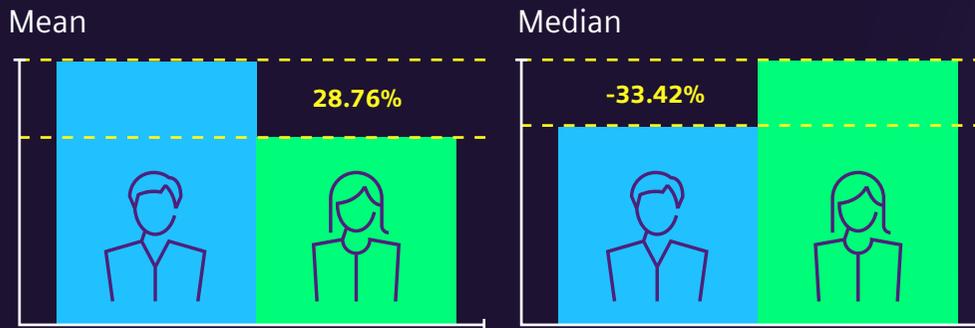


# The Overall Siemens Energy UK GPG Results

## Gender Pay Gap



## Bonus Pay Gap



63.8% of men receive a bonus

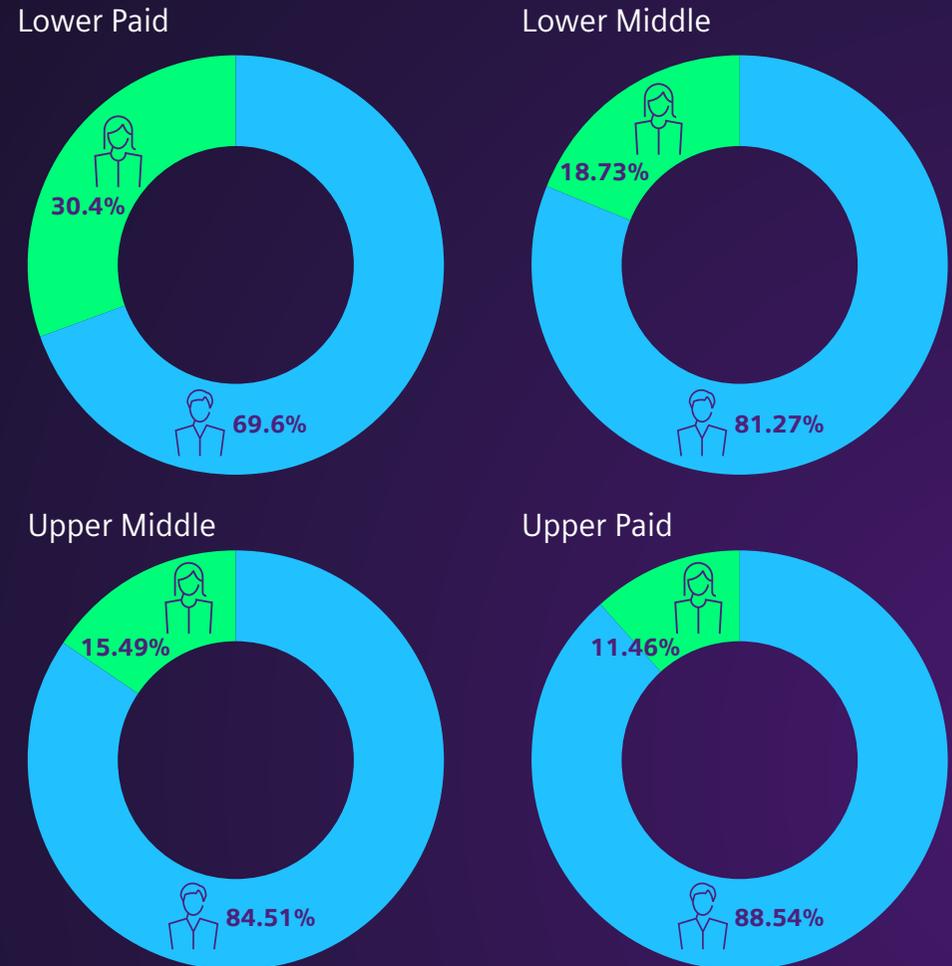


64.07% of women receive a bonus



## Gender Breakdown

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



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	15.63%	15.02%	40.73%	18.29%	26.03%	18.28%
Siemens Energy Limited	16.70%	20.95%	19.69%	-83.52%	96.29%	96.20%
Industrial Turbine Company (UK) Limited	20.77%	16.08%	55.67%	26.56%	94.04%	89.33%

### Gender Breakdown

	Lower Paid		Lower Middle		Upper Middle		Upper Paid	
	Men	Women	Men	Women	Men	Women	Men	Women
Siemens Energy Industrial Turbomachinery Limited	70.21%	29.79%	85.19%	14.81%	84.20%	15.80%	91.43%	8.57%
Siemens Energy Limited	67.56%	32.44%	78.02%	21.98%	84.18%	15.82%	87.13%	12.87%
Industrial Turbine Company (UK) Limited	68.09%	31.91%	74.47%	25.53%	89.36%	10.64%	90.32%	9.68%

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.



“Our global strategy is based on three drivers which serve as the foundation for a global and local programme of action. We recognise the power of bringing together perspectives from different genders, backgrounds, countries, and age groups. One of our drivers is equal opportunity: fair and transparent practices for the attraction, promotion, development and retention of diverse people with different skills, abilities and ideas. The path to gender equality starts with equal opportunity, which I believe is first and foremost a moral endeavour. Balanced teams make better decisions and are more representative of the societies that we serve.

“Through our external partnerships with The Hawthorn Club and Catalista, we’re providing our female employees with the tools they need to be able to progress. We are also committed to making balanced decisions in the hiring and placement of women throughout our company, with additional focus on how we can retain the brilliant women that we have in our teams. There is still more to do to increase the number of women in senior positions and to close the gender pay gap, but with a clear focus from the top of the business, we will get there.”

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

“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. And more than that, we need this diversity of thought to be included in the solutions we offer as Siemens Energy. An important part of this will be working on our internal organisations and to partner with schools and colleges to encourage more girls to consider STEAM careers to create a pipeline of the female employees and leaders of tomorrow.



“In the UK, we want to make Siemens Energy the best place to work for our employees and to do this we need to address the gender pay gap and make sure that inclusion and diversity is part of our DNA at all levels of the organisation. We will also be looking at our supply chain and encourage our suppliers to have I&D embedded in their businesses too.

“Since the snapshot of figures included in this report, we have launched several new initiatives, some of them globally and most recently a UK Inclusion and Diversity Council, which will bring forward policies and initiatives which we will report on in the future.”

**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.

# Siemens Energy Initiatives and Partnerships

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.



## 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.

## Catalysta

Catalysta supports the progression of female successors for key roles, to develop a robust and healthy pipeline through a 12 month early female leadership pipeline programme designed to build on leadership skills.



## enerGEN

EnerGEN is a Gender Equality Network that provides alignment and guidance on all gender focused topics within Siemens Energy. The group is creating a network of allies who 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.

**Solveiga Kasputyte**  
Head of Finance and Commercial  
EnerGEN Ambassador



**I confirm that the data provided  
in this report is accurate**

A handwritten signature in purple ink that reads 'Steve Scrimshaw'.

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**Signed & dated  
Steve Scrimshaw**

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