



**BILFINGER**

**Bilfinger UK Ltd Gender Pay Gap Supporting Statement**

Gender pay gap data measures the average difference in earnings between men and women across organisations, expressed relative to men's earnings. It should not be confused with equal pay, which assesses any differences between men and women carrying out the same job, similar jobs or work of equal value. Our results are reflective of the representation of females in our organisation, and like many other similar engineering and maintenance companies we do have fewer women than men working in our organisation.

We remain committed to rewarding high performance, enabling diversity and inclusion, well-being and flexible working and aim to attract and retain the best talent to our business. We believe the more that we do, the more we will contribute to reducing the gender pay gap over time.

When determining pay and reward for our employees we are governed for some by National Agreements and for those not covered under such agreements we balance a number of factors, including the economic climate, company performance as well as external market data for the roles that we offer. Our reward systems have always ensured full compliance with equal pay, and we will continue to monitor gender pay gap considerations into future reviews of pay and reward.

We continue to drive forward to retain and attract talent from a diverse range of backgrounds and we are committed to make a difference, enhance our current culture, ensuring our employees bring their whole selves to work.

The Gender Pay Gap Report requires employers to:

- Publish their gender pay gap data and a written statement on their public-facing website
- Report their data to government online - using the gender pay gap reporting service.

This statement confirms that the published information is accurate as at the time of publishing and is signed by Alison Porter, Human Resources Director.

**For and on behalf of Bilfinger UK Limited**

**Alison Porter**

**January 2025**