

UK gender pay gap 2020 report



Who are we?

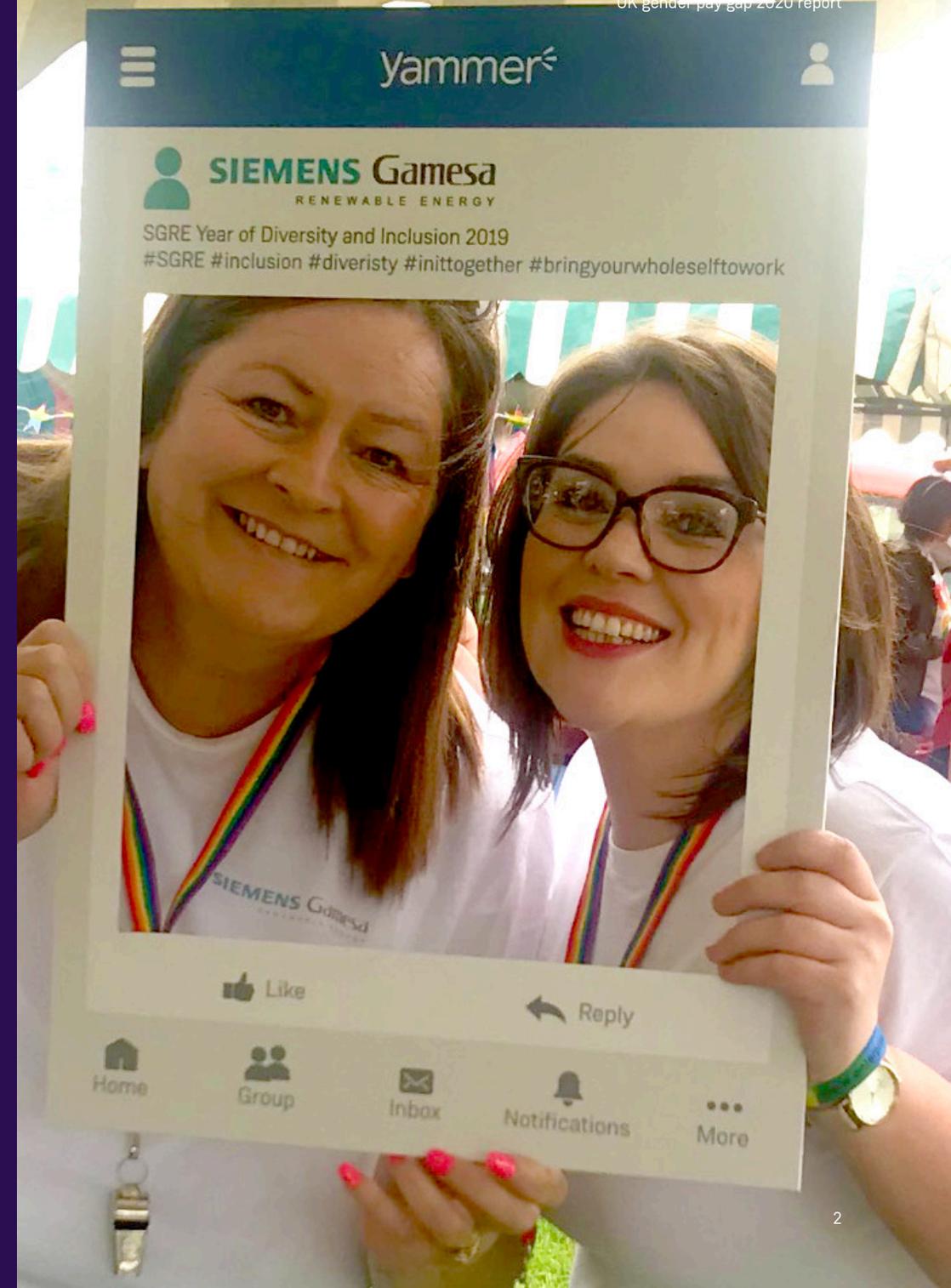
At Siemens Gamesa Renewable Energy (SGRE) we empower our people to lead the future and make real what matters – Clean energy for generations to come.

We are proud of our UK SGRE business that employs over 2000 employees over various sites across the UK including our manufacturing plant in Hull.

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 2020 Gender Pay Gap Report for Siemens Gamesa Renewable Energy which is subject to the Regulations.

For this year the information contained within the Gender Pay Gap Report is based on information as at April 2020, which is known as the “Snapshot Date”.





Historically and traditionally, women have been under-represented in the manufacturing and engineering sectors. For Siemens Gamesa it is an imperative that we address this imbalance, all while continuing to invest in our people, especially when looking at diversity & inclusion and equal opportunities.

I'm proud of our journey at Siemens Gamesa, which has a long way yet to go. These numbers represent balance and show that our practices to drive forward, attract and retain women, at all levels in our business, and driving pay equality are beginning to bear fruit. As a business, we will continue to enhance our gender and diversity initiatives and I'd personally like to use this opportunity to thank the dedication of our people, especially those in our D&I team, Women's Network, #Connectmore and all those driving our inclusive activities. This passion has made sure Siemens Gamesa is a great and fair place to workplace. I look forward to us progressing further."

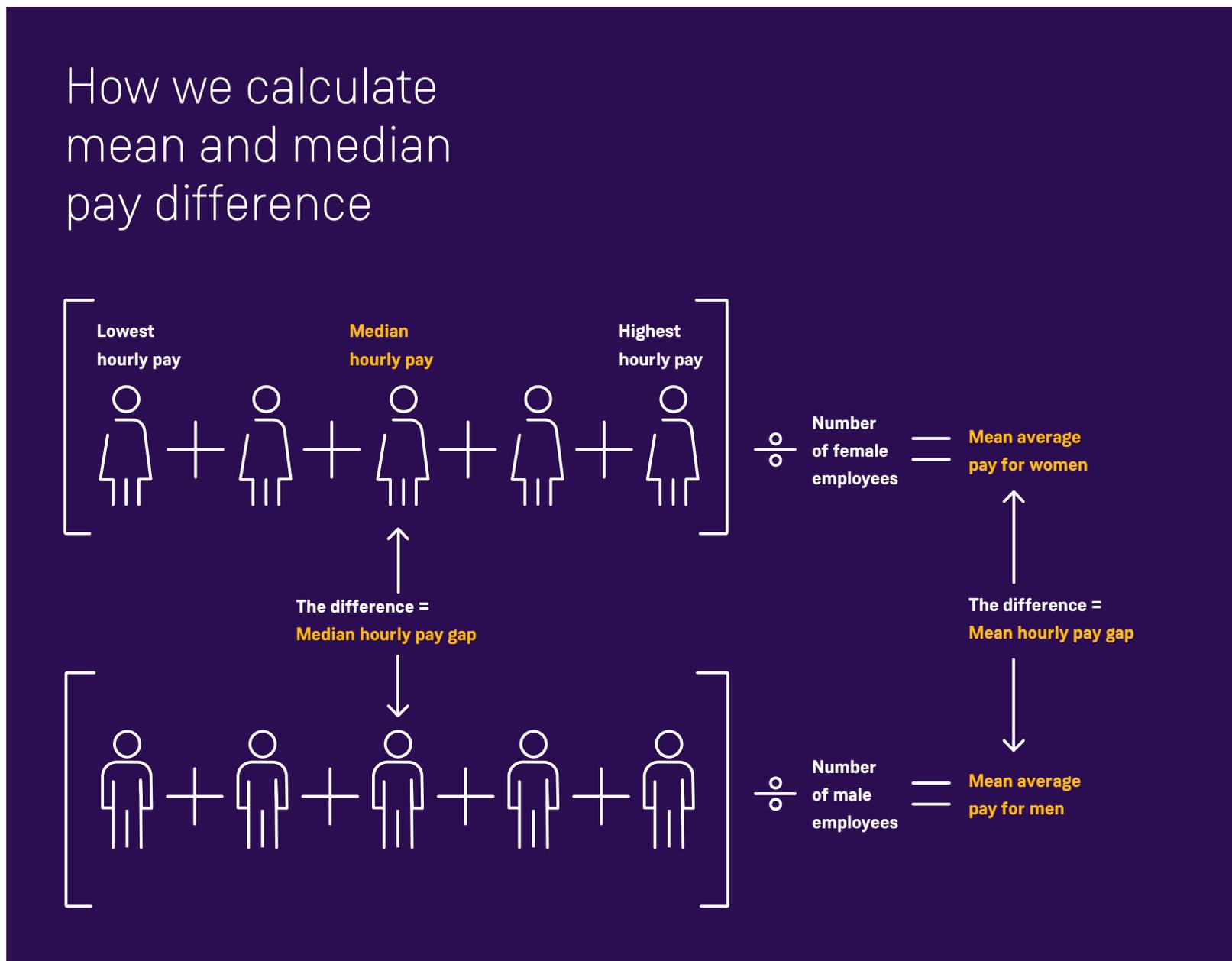
UK Managing Director, Clark MacFarlane

What is the gender pay gap?

The gender pay gap is the measure of the difference in the average (i.e. mean or median) pay of men and women regardless of the nature of their work across an entire organisation, business sector, industry or the economy as a whole. It can be driven by the different number of men and women across all roles.

The gender pay gap is different from an equal pay comparison, which is a direct comparison of two people or groups of people carrying out the same, similar or equivalent work.

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



87% of our employees are men

13% of our employees are women



94% of women receive a bonus

88% of men receive a bonus



Pay gap comparison 2019–2020



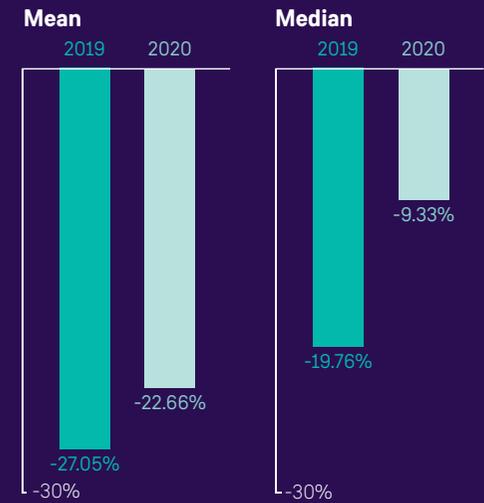
Mean pay gap has reduced to

-1.04%

Median pay gap has reduced to

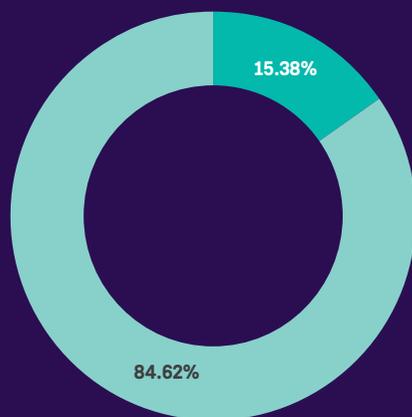
0.72%

Bonus gap comparison 2019–2020

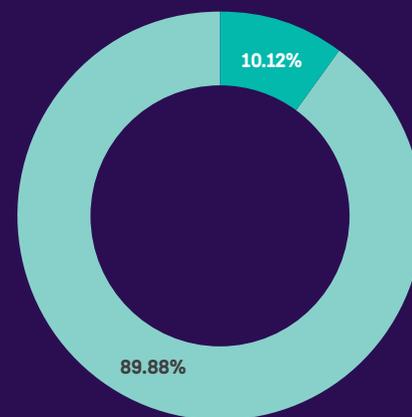


Proportion of women and men in each pay quartile

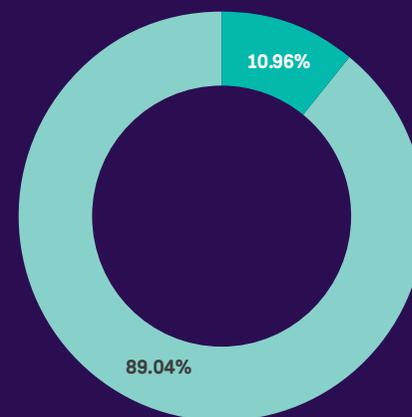
Lower Quartile



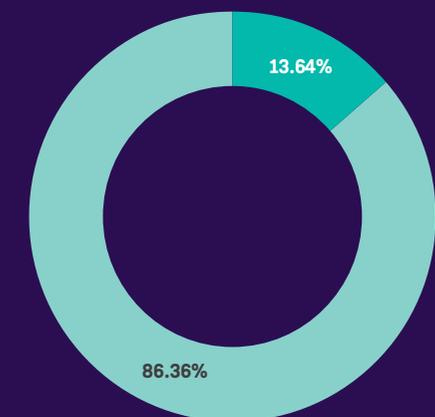
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Women Male

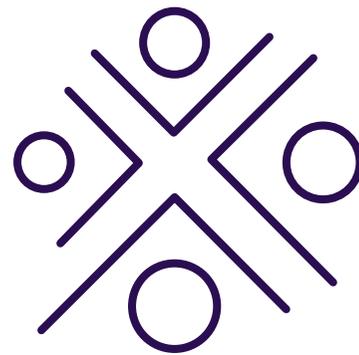
What is the data showing us?

It is great to see that this is the first year we can report no pay gap exists for the women in our organisation. The median gap has also reduced creating more equality between the median hourly rate of women and men. We also see a levelling of bonuses across our women and men. It is clear the main focus for us is to continue to increase the number of women in the total workforce. The key takeaway from this year's report is that we are showing a greater balance of equality when it comes to how we pay across our workforce.



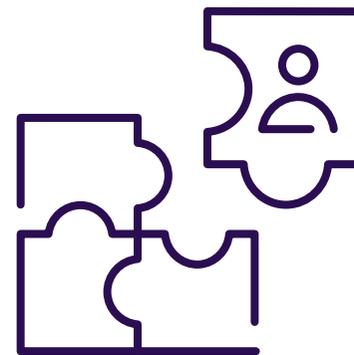
At SGRE we promote a inclusive work environment implemented through policies, processes and practices that support and celebrate fairness, equality and diversity.

Diversity



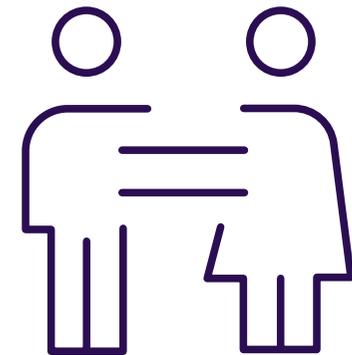
We draw strength from our differences. By embracing diversity across all spectrums, including, but not limited to, gender and gender identity, ethnicity, religion, age, disability, nationality, family or marital status, or sexual orientation, we are a stronger company and culture.

Inclusion and Belonging



We value openness and tolerance and treat each other with respect and dignity. We aim to actively contribute to a society where everyone feels included and valued. Thus, we are dedicated to fostering an inclusive company culture that welcomes different perspectives and allows for every employee to have a full sense of belonging within our organization.

Equal Opportunities



We believe that the future workforce is an equal one that sets bold goals. Thus, Siemens Gamesa is committed to equal opportunities for all our employees, regardless of age, gender, nationality, religion, disability, skin colour or sexual orientation, because it is the abilities and potential within people themselves that count. Our activities currently focus on a balanced gender ratio, a geographical balance in order to ensure a fair spread of all the nationalities and smart working opportunities.

Pay Transparency and equality

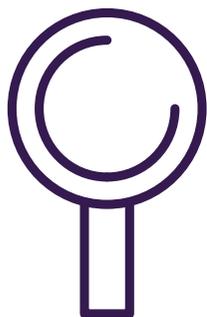
Global pay equity promotes an inclusive culture that fairly rewards and recognises the contributions of all employees. We use a global reward infrastructure programme (GRIP) to establish a common position to structure, describe our roles within the business and align associated reward. We believe that use of our consistent framework removes gender bias, evaluating our job roles on external benchmarking and career levels and not purely on the individuals background or experience.

At SGRE we employ leading practices to not only address global pay equality but also:

- Benchmark salaries to better monitor equality in our hiring practices
- Setting pay bands to drive consistency and equality
- Executive reviews to proactively identify and address potential inequities
- Analyse compensation decisions through objective approval processes.



Recruitment Practices



We aim to have balanced recruitment where possible with diverse interview panels. Alongside fair and inclusive selection criteria built to reduce the risk of bias in the selection process. We also review our talent attraction approach to ensure diverse talent pools.

Our global diversity strategy includes unconscious bias training for all recruiting roles to be rolled out by 2021.

Flexible Work Practices



SGRE globally and locally support a range of flexible work options. We encourage SMART working through encouraging outcome focused delivery wherever you may choose to work.

Our flexible work policy provides a range of options including part-time working, condensed hours and job-share.



“I am proud to work in a company that isn’t complacent about gender diversity or afraid to admit that we need to improve. There are many women before me who have worked incredibly hard to shape the attitudes in a male dominated industry to better support women, and it’s really encouraging to see how the business culture is changing for the better.”

Hannah Taylor-Clague
Engineering Graduate

Fuelled by our employees

SGRE UK have a real advantage which is the passion of our employee groups that help shape and drive forward our D&I agenda. Through the UK developed program #Connectmore we encourage people to speak up and bring their true self to work.

Our Women's Network provides a dedicated forum to drive the strategically important aspect of increasing diversity and equality for women.

Our inclusivity workstream helps us celebrate all types of diversity and our continuous learning workstream provides a vital platform for leaders to ensure they have the resources to lead inclusive teams.



Society and Partnerships

SGRE UK are committed to the industry sector deal and to achieve the targets set with industry partners. We take part in a number of forums to ensure that we share and learn alongside our partners.

At SGRE we are proud to support many entry level career paths, we continue to support for engineering and commercial graduate positions. As well as having 88 active apprenticeship programs. This is a key link to our ambition of driving diversity and gender equality.

We do however recognise that we can only change the industry by starting with schools and universities to support STEM careers therefore we partner with a number of schools and universities to create awareness of the types of opportunities that exist to benefit the industry as a whole.



We support the UK Government's initiative on Gender Pay Gap Reporting. We confirm that the information and data provided within this report is accurate.

Clark MacFarlane
UK Managing Director



Krishna Sidhpura
Head of HR UK

