

# Gender Pay Gap 2024

Siemens Industry Software Limited UK



**At Siemens we strive to transform the everyday for our customers, employees and society. Committing to this transformation means committing to Diversity, Equity, and Inclusion. Diversity ensures that we reflect the communities in which we operate. Through Equity we ensure everyone has access to the same opportunities and is treated fairly. And Inclusion is how we actively empower the voices of each and every individual. Through a spirit of Belonging we empower our people, finding untapped opportunities for everyone's growth. Belonging enables the creation of technology with purpose. Belonging transforms.**



Siemens Industry Software Limited UK is dedicated to achieving gender equity in the workplace. We continue to invest in initiatives that support our commitment to being a diverse and inclusive employer.

As a company, this year we have heavily invested in early careers, recruiting young talent and hiring based on an individuals' potential. We have also introduced new incentives, platforms and policies focused on rewarding and recognising our employees.

While we have accomplished much to be proud of this year, as reflected in our figures, we recognise more can be done. We are confident that through our continued dedication to building a diverse and equitable workplace that we can deliver this change.



**Ben Sheath**

VP, Country Manager  
Siemens Industry Software Limited

# What we are doing...



Provide a range of policies which foster an inclusive work environment for all employees, such as:

**Day 1** maternity rights for female talent joining Siemens, with 26 weeks maternity leave on full pay

Implemented blind resume screening, diverse hiring panels and targeted outreach to groups to ensure our recruitment process is equitable and inclusive



## Growth Talks

Create a safe space to discuss personal and career development topics

Attended **10 career fairs**, including women in tech sessions

## Women in Network

Group that provides community, support, and advocacy for employees



In 2024, we recruited

**36%** Female Interns

**41%** Female Graduates

In FY24, we encouraged employees to adopt a growth mindset, emphasizing continuous learning and skill development. To support this, we expanded access to e-learning and online training, empowering employees to invest in their own career growth



Provided **manager training to all UK line managers on the importance of Menopause in the workplace**

through Miss Menopause, Sharon MacArthur

Offer our employees **2 volunteering days** focusing on STEM and CSR initiatives



# What are we doing next?

## Pension Education

The company recognizes that women often face challenges in building up adequate retirement savings compared to men, due to factors like career breaks and part-time work, this is often referred to as the gender pension gap. To address this issue, Siemens Industry Software Limited UK is providing specialised training and resources to empower its female employees to make informed financial decisions and grow their pensions over time. This includes education on investment strategies, retirement planning, and maximizing pension contributions. By investing in the financial literacy and long-term financial security of its female workforce, Siemens Industry Software Limited UK aims to narrow the pensions gap and ensure all employees can enjoy a comfortable retirement, regardless of gender.



## Family Leave Policies

We are committed to supporting employees through all stages of life, including when starting or growing a family. Our comprehensive family leave policies provide the time and financial support to welcome a new child.

Women, and primary carers, are eligible to full pay for 26 weeks when they go on maternity leave. We have removed eligibility criteria which means that this benefit is available as soon as you start at Siemens Industry Software Limited UK.

We ensure to maintain family leave policies that fully comply with and exceed UK legislation. We continuously monitor changes in employment law to ensure our offerings provide the best possible support for working mothers and all employees growing their families.

## Financial Education

Siemens Industry Software Limited UK is launching Nudge Financial Education to further support its employees in the UK:

- Personal finance app to track spending, create budgets, and monitor goals.
- Credit score monitoring and alerts.
- Access to certified financial coaches for personalized guidance.
- Retirement planning tools and projections.



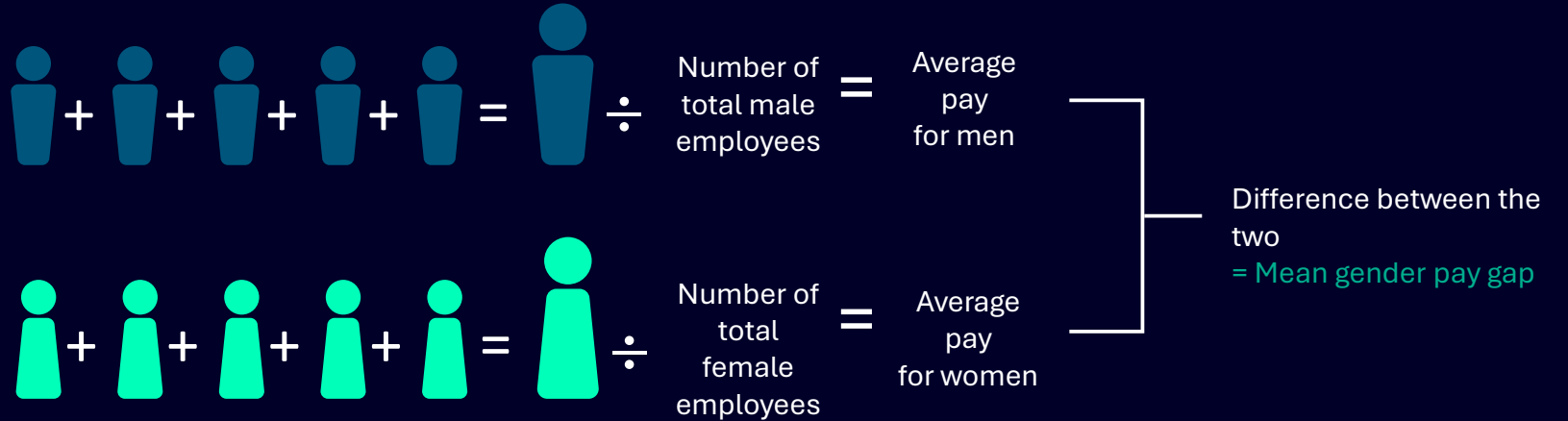
## How is the gender pay gap calculated?

The gender pay gap is a comparative measure across businesses, industries and sectors of the difference in the average (mean or median) pay of men and women – regardless of the nature of their work – across the entire organisation. It can be driven by the different number of men and women across all roles and averages can be affected by small volumes of high earners.

It's **different from an equal pay comparison**, which is a direct comparison of two or more people carrying out the same, similar or equivalent work.

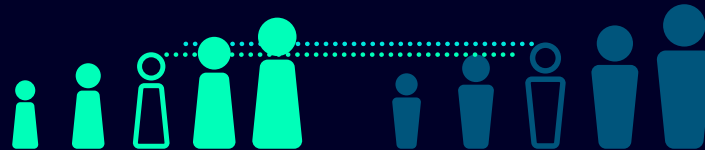
### Mean

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



### Median

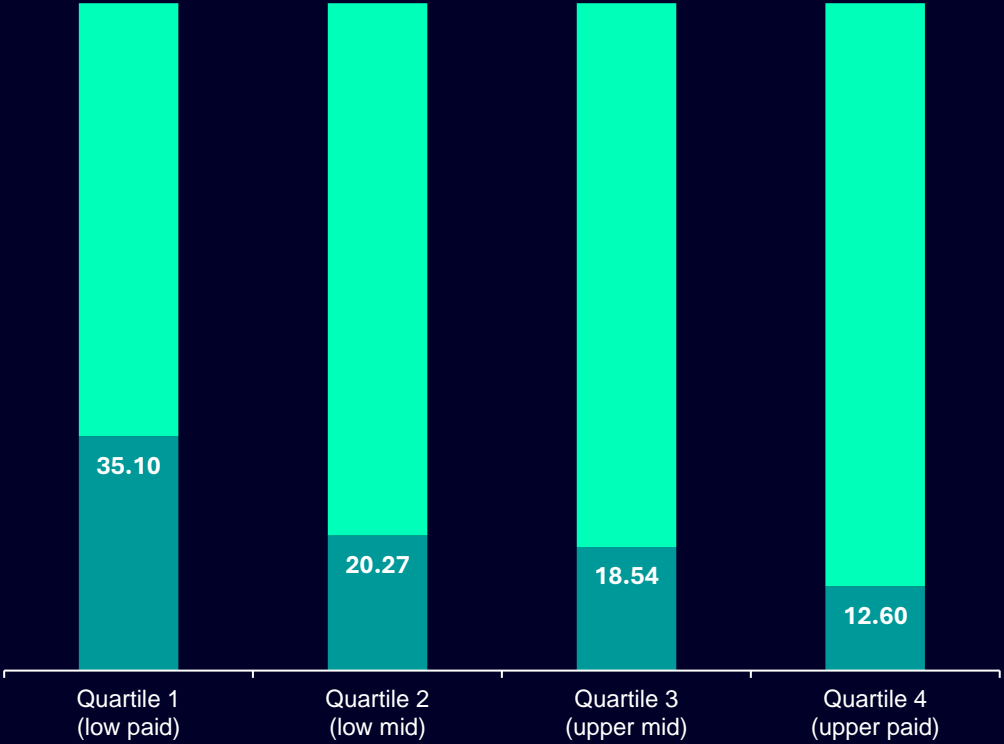
The median is the midpoint when you separately line up women's pay low to high, and the same for men. The median pay gap is the difference between the hourly pay rate for the middle woman compared to that of the middle man.



# Siemens Industry Software Limited UK

## Gender Pay Gap 2024

Pay Gap	
Mean	24.80%
Median	19.82%
Bonus Gap	
Mean	46.70%
Median	57.00%
% Receiving a bonus	
Men	94.00%
Women	86.00%



■ Women  
■ Men

““

When I went on maternity leave over 10 years ago, our benefits were totally different. Looking back, I feel a lot of compassion for how much harder it was for working parents at the time. Fast forward to today, and the landscape has completely transformed—new parents now have access to enhanced maternity benefits, and flexible, hybrid working has become the norm. Seeing these changes firsthand makes me appreciate how far we’ve come in creating a workplace that truly supports working mothers and parents.

But for me, the biggest testament to Siemens’ culture isn’t just the policies—it’s the open-minded and supportive environment that has allowed me to grow and redefine my career. I’ve had the opportunity to transition into a completely new role, something that would not have been possible without the encouragement of colleagues, leaders, and the programs designed to help employees thrive.

Coaching and mentoring have been pivotal in my journey, providing the guidance and confidence I needed to step into new opportunities. Alongside this, access to training programs and employee resource groups has played a crucial role in shaping my growth, equipping me with new skills and perspectives to navigate my career. Today, I’m passionate about giving back through these programs, helping others grow just as I have.



### Leena Vinkka-Innes

People Enablement & Culture Manager  
Coach & Mentor  
Finance Operations

Farnborough, UK





**Helena Brennan**

UK Services Manager - Early Talent  
Programme Lead

Solihull, UK



Working at Siemens allows me the flexibility to balance pursuing my career aspirations with family life.

Having been empowered to progress a career in leadership within Digital Industries, I am passionate about supporting others to be the best version of themselves in and outside of work by facilitating an environment that prioritises wellbeing, drives inclusivity, and supports development.

As an early talent programme lead, I work closely with those at the start of their career journey's and enjoys seeing how individuals' contribution to success, is nurtured by engagement with a strong organisational vision and values.

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When I left school, I started out as a baker with no clear path and unsure of my next steps. Once I realised that my interests lie more with repairing the ovens than baking in them, I started my career in the Aerospace and Defence industry as an apprentice, leading to my first Engineering role.

After completing my apprenticeship, I earned my degree in Electrical and Electronics Engineering before settling into Project Management.

As I lead my team today, I am proud to be part of a culture that is driven by continuous improvement and where everyone has the same opportunities to succeed.



**Sarah Crocker**

UK Services Manager – Project  
Management Team Lead

Solihull, UK