

# Gender Pay Gap 2025

Siemens Industry Software Limited UK



**At Siemens, we are committed to making a meaningful difference in the everyday experiences of our people. This aspiration goes hand in hand with our dedication to Diversity, Equity, and Inclusion. Diversity helps us mirror the richness of the communities around us. Equity ensures that every individual has fair access to opportunities and the support needed to succeed. Inclusion is how we actively create space for every voice to be heard and valued.**

**At the heart of this is a strong sense of Belonging — empowering our people, unlocking new potential, and enabling growth for everyone. When individuals feel they truly belong, we create technology with purpose. A culture of belonging drives progress. A culture of belonging transforms.**



Siemens Industry Software Limited UK is committed to creating a workplace where everyone feels respected, supported, and able to succeed. We continue to invest in initiatives that strengthen our commitment to inclusion, equity, and belonging.

Our commitment has been demonstrated through initiatives such as strengthening our Employee Resource Groups, expanding flexible and family-friendly working policies, and providing development pathways that support all employees. Alongside this, we have introduced new programmes, platforms, and policies to recognise and reward our people and further embed inclusion into everyday practice, while increasing our focus on inclusive recruitment to help ensure equal opportunities at every stage of the employee journey.

While our progress this year is something we are proud of, we recognise that our journey does not end here. We remain dedicated to building a diverse, equitable, and inclusive workplace where everyone can thrive, and we are confident that through continued action and accountability, we will drive meaningful and lasting 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

**Day 1** paternity rights for male talent joining Siemens



Provided **manager training on the importance of Menopause in the workplace** through Miss Menopause, Sharon MacArthur

## Growth Talks

Create a safe space to discuss personal and career development topics.

In FY25, we encouraged employees to embrace a growth mindset by championing continuous learning and skill development. To support this, we broadened access to e-learning and online training, empowering individuals to invest in their own development and shape their future career paths.

Have an active **Women in Network**

Group that provides community, support, and advocacy for employees



Introduced an **Employee Resource Group** that strengthens community, amplifies employee voices, and supports our mission to create an even more inclusive and empowering workplace.

Offer employees the opportunity to buy an additional **7 days holiday** ... enhancing flexibility and supporting individual work-life needs.

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



Provide employees with a **wellness allowance** that gives them the flexibility to choose the wellbeing activities or support that best align with their personal goals.

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

Strengthened our line manager development by offering training on how to effectively lead and support a diverse workforce, including early-career employees, working parents, and colleagues at different life stages, helping managers create inclusive, supportive, and high-performing teams.



## What are we doing next?

We remain committed to building a **high-performing culture** by expanding opportunities for employees to grow their skills and confidence. Our focus is on providing accessible development pathways, including leadership and mentoring programmes that support people in their current roles and prepare them for future progression.

These initiatives are especially impactful for women, helping to address structural barriers by increasing access to learning, visibility, and career-building support.

Our strengthened development approach helps employees to:

- Build critical capabilities aligned to business priorities
- Develop leadership, technical, and interpersonal skills
- Benefit from mentoring programmes that support growth and confidence
- Access learning resources that enable long-term career advancement
- Enhance performance, engagement, and overall workplace confidence

By investing in skills and leadership development across the workforce, we are helping to create a culture where every employee can thrive and reach their full potential.

We have placed a strong focus on enhancing the support we offer through our **Employee Assistance Program (EAP)**, ensuring every employee can access meaningful, practical resources while at work.

We have introduced new services through our Employee Assistance Program (EAP) such as Preventative Health, Dietitian, and Nutrition services. These resources provide employees with proactive, personalised guidance to improve overall wellbeing, including tailored support for areas such as digestive health, energy, and weight management. A new online Symptom Checker also offers quick, reliable recommendations to help employees access the right care with confidence.

### **MyHealth Discounts:**

Employees can now access discounted health assessments and tests through a dedicated portal, choosing from over 1,800 clinics across the UK. Services range from in clinic assessments to at home testing kits, with more than 73 health checks available.

Employees and their families can use the service as often as needed, with discounts of up to 40% and additional access to remote GP, virtual physio, and online counselling.

We continue to strengthen the support available to employees, including access to Nudge, our Financial Education to further support employees in the UK.

This includes:

- 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.

We also introduced, professional guidance on writing a Will. This resource helps individuals take control of their personal and financial affairs by ensuring their wishes are clearly documented and legally protected.

These initiatives reinforce our commitment to empowering employees with tools that support long term security and wellbeing.



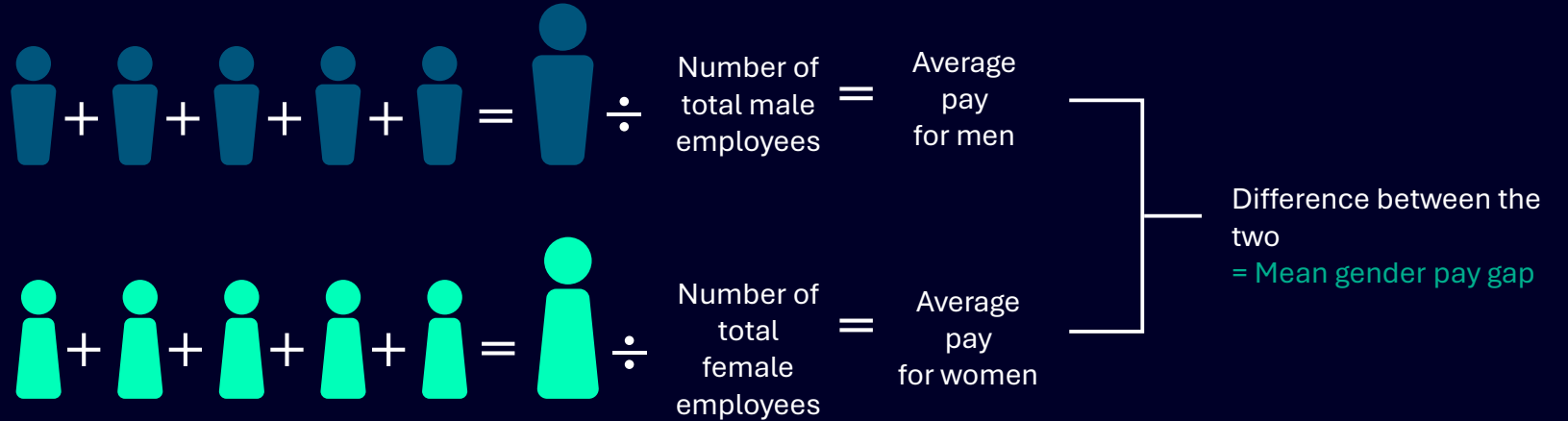
## How is the gender pay gap calculated?

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.

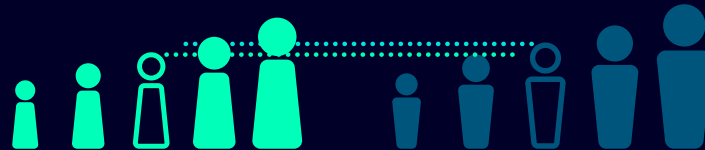
### Mean

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



### Median

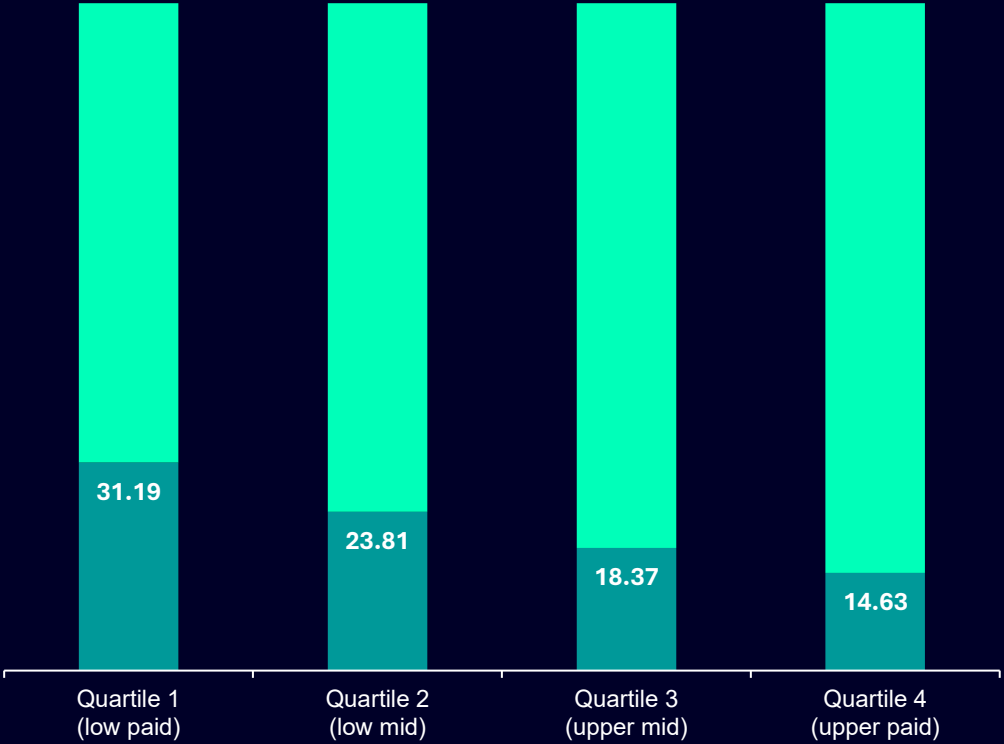
The median is the midpoint when you separately line up women's pay low to high, and the same for men. The median pay gap is the difference between the hourly pay rate for the middle woman compared to that of the middle man.



# Siemens Industry Software Limited UK

## Gender Pay Gap 2025

Pay Gap	
Mean	18.09%
Median	18.40%
Bonus Gap	
Mean	49.50%
Median	44.90%
% Receiving a bonus	
Men	91.00%
Women	86.00%



■ Women  
■ Men



### Camilla Evans

Project Manager

SIM Quality & Information Security  
Management

Hammersmith, UK

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Having been with the company 17 years I have found the performance culture at Siemens Digital Industries both motivating and fair. Progression and recognition here are tied to real results and contribution, not to presenteeism or informal networks. I have been promoted on the strength of my work and recognized for my achievements, so my gender has never felt like a limiting factor.

Knowing my efforts are appreciated and rewarded, whether through salary progression, bonus recognition or increased responsibility, has given me a confidence and drive that I carry into everything I do. The review process feels transparent and I am comfortable having open conversations with my manager about where I am headed and what it takes to get there.

Siemens has backed my professional development in ways that continue to shape my career, with access to formal training, mentoring from senior colleagues and the opportunity to take on stretch assignments that have pushed me into areas I had not previously explored. The company has invested in me, and that investment has felt deliberate and personal rather than tick-box.

Through managing transverse projects I have acquired new technical skills, developed my leadership capabilities and broadened my understanding of the business in ways I could not have anticipated when I first joined. With ongoing changes in technologies and skill requirements there is a strong expectation that we keep learning, combined with the real resources and support to make that growth possible.

Cofounding and leading the Women's Impact Network in GB&I has been a definite highlight and I really enjoy the ways this employee resource group brings us together with other women in DISW, builds allyship and allows us to engage with external STEM communities from which our future colleagues will be recruited.



### Camilla Evans

Project Manager

SIM Quality & Information Security  
Management

Hammersmith, UK



... When I reflect on my career at Siemens Digital Industries, what stands out is not one single achievement, rather the consistent sense that I am genuinely valued here, as a professional, as a contributor, and as a person with a life beyond the office. My manager and our wider team treat flexibility as a genuine working norm rather than a reluctant concession. Whether it has been adjusting my hours around school pick-up times, working from home to save time commuting or compressing my schedule to allow time with my elderly mother, the response has always been one of trust rather than micromanagement.

This flexibility and balance is something I genuinely value.

I am proud to work for an organization that has matched its ambitions on inclusion with real, day-to-day experience. Siemens Digital Industries is a place where I thrive — not despite being a woman, but in an environment that has ensured gender is no barrier to doing great work and building a rewarding career.



I am deeply committed to ensuring that every individual is valued and compensated fairly - a principle that resonates strongly with me both personally and professionally. In my role as a Talent Acquisition Partner, I have the privilege of sourcing and introducing professionals from all backgrounds into our organisation, and it's my responsibility to champion fairness in every step of the recruitment process. Salary discussions can be a sensitive topic; however, I am confident that I have the tools and the voice to ensure every proposal extended is based purely on skills, experience, and market value, regardless of gender.

I'm genuinely encouraged by Siemens' proactive approach to understanding and closing the gender pay gap. This reinforces my belief that we are not only attracting and retaining top talent but also fostering an inclusive environment where a true sense of belonging transforms our workplace. It's inspiring to be part of a company that continuously reviews and implements strategies and solutions to ensure that colleagues are compensated equitably for their talent and dedication. Despite this progress, we cannot rest on our laurels, as there are still many more difficult conversations to be had, and barriers to be broken, before we find ourselves in a world where talent truly knows no gender.



**Marc Hamilton**

Talent Acquisition Partner

Farnborough, UK