

# What's in it for you?

**Reward and opportunity are key parts of working at Siemens.** That's why we want you to find out all there is to know about working here and take advantage of everything Siemens offers you, from flexible benefits to community work, from wellbeing to career opportunities. Click on the pictures below to view the content.

Heritage

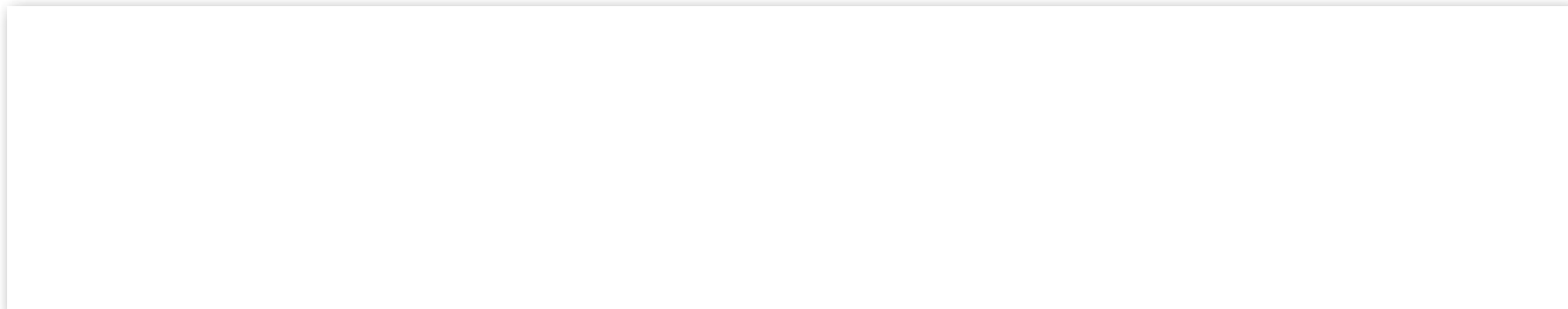


Future

Innovative

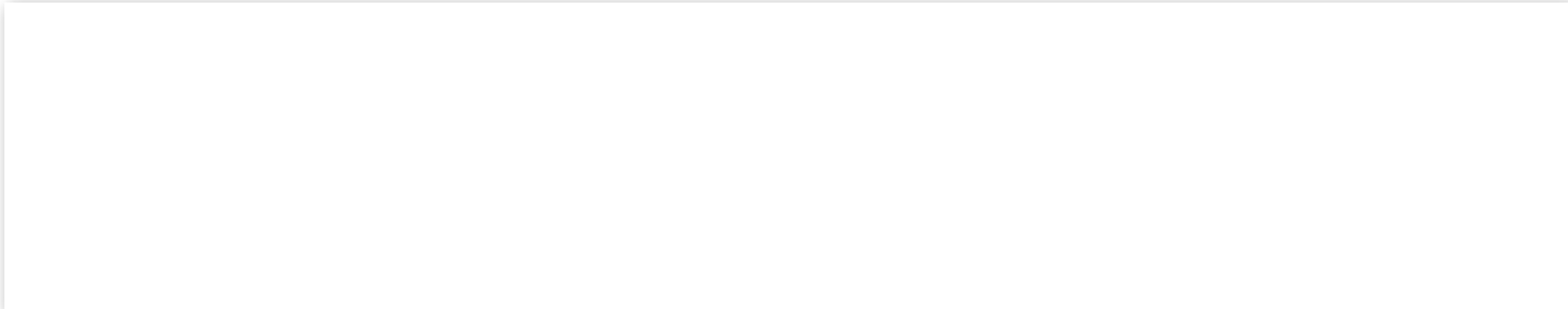
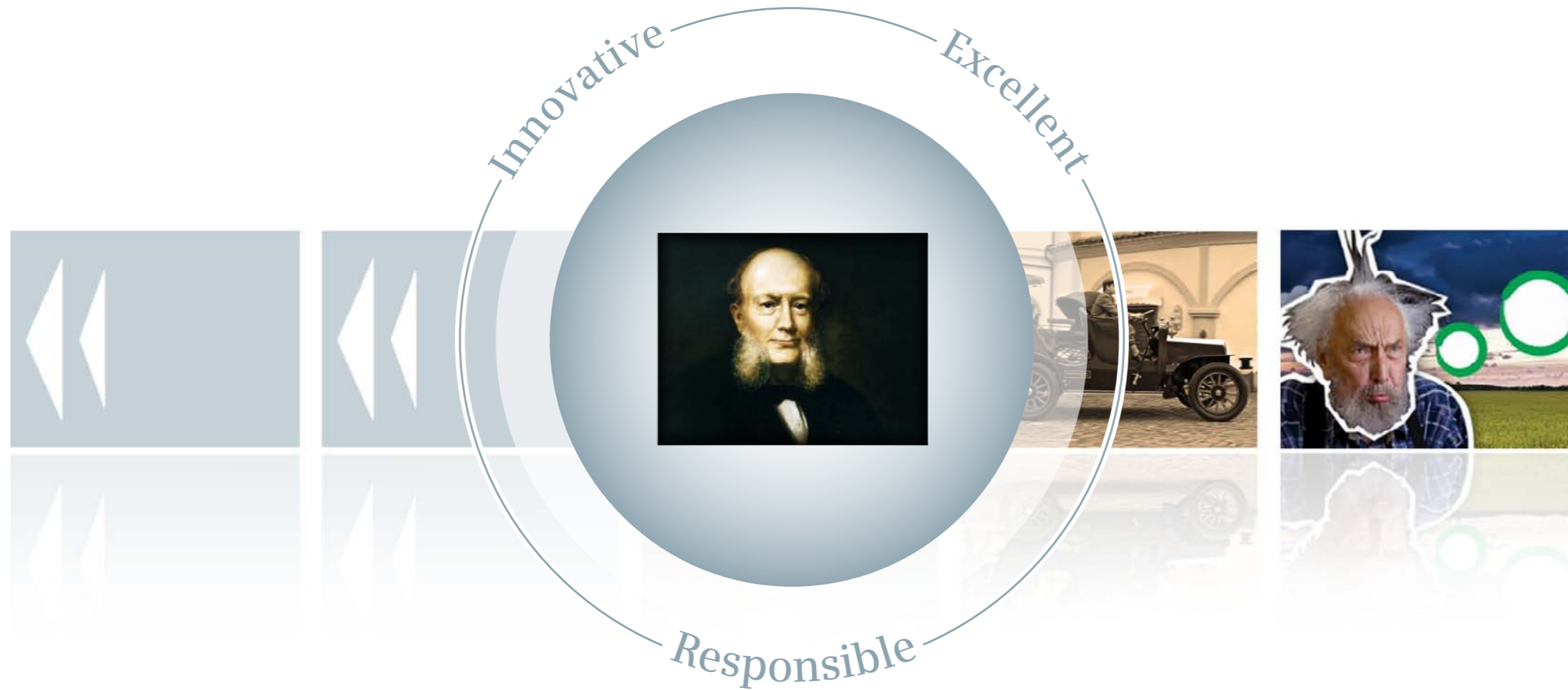
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Responsible



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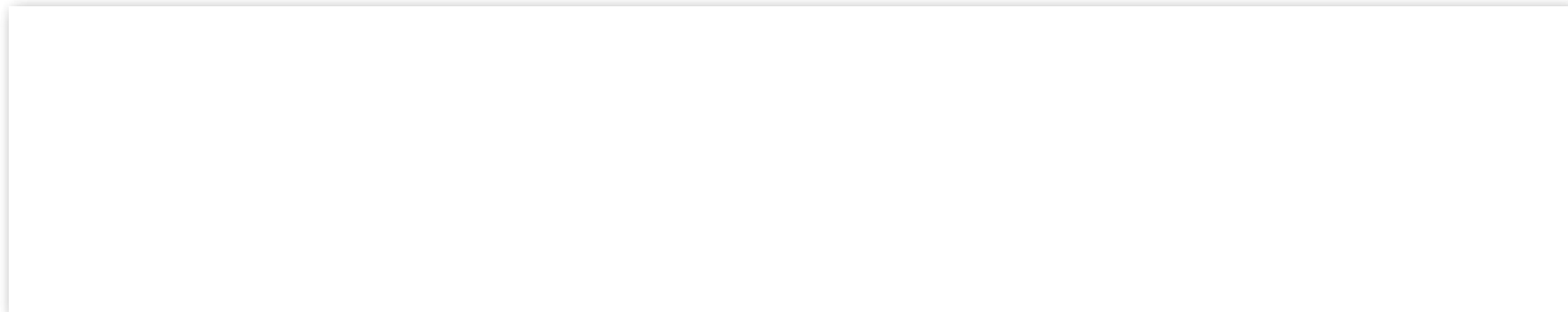


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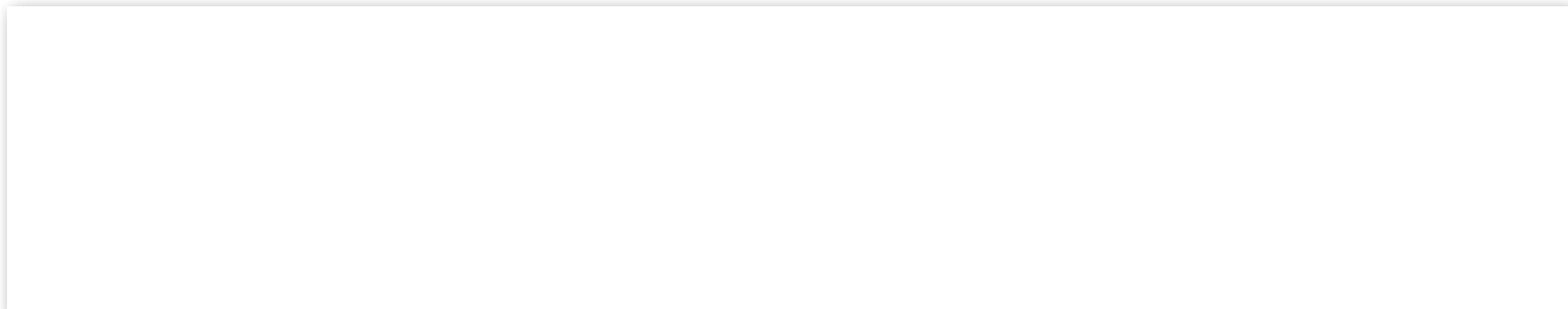


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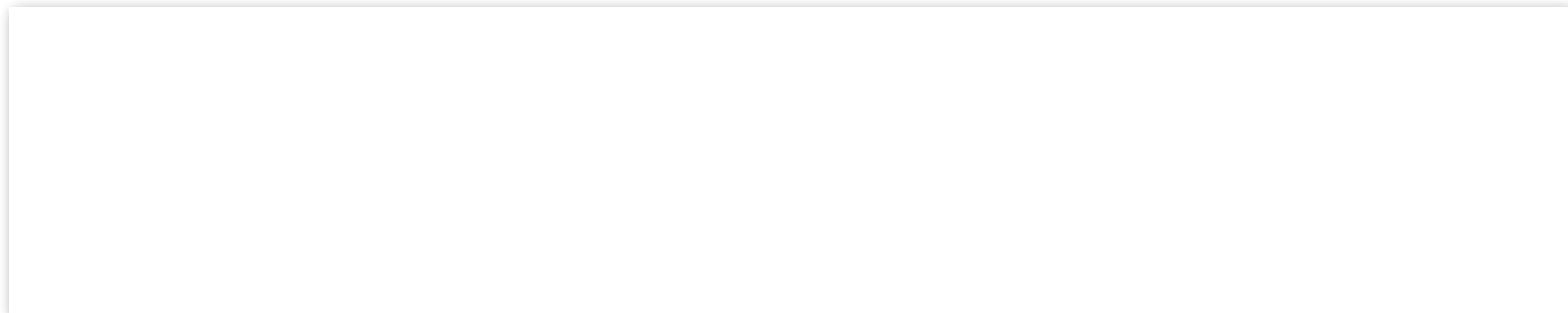


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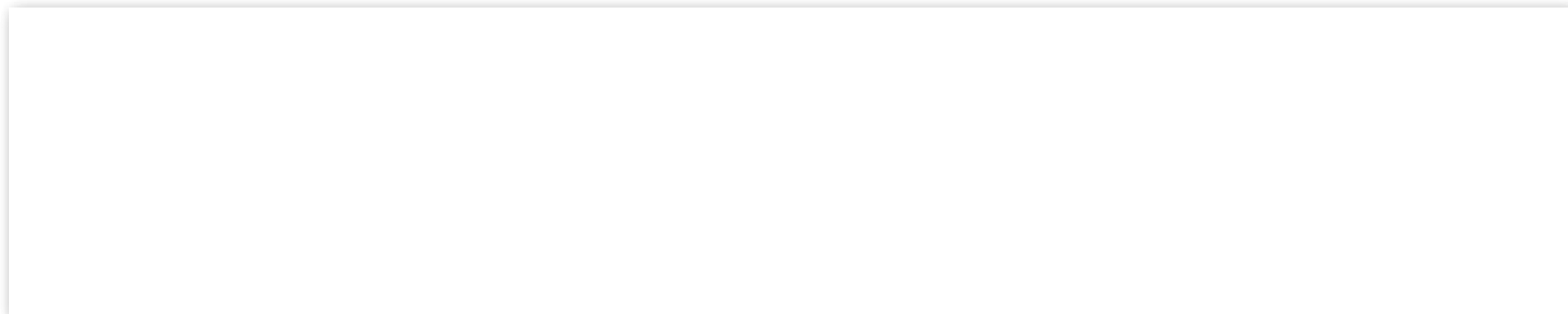


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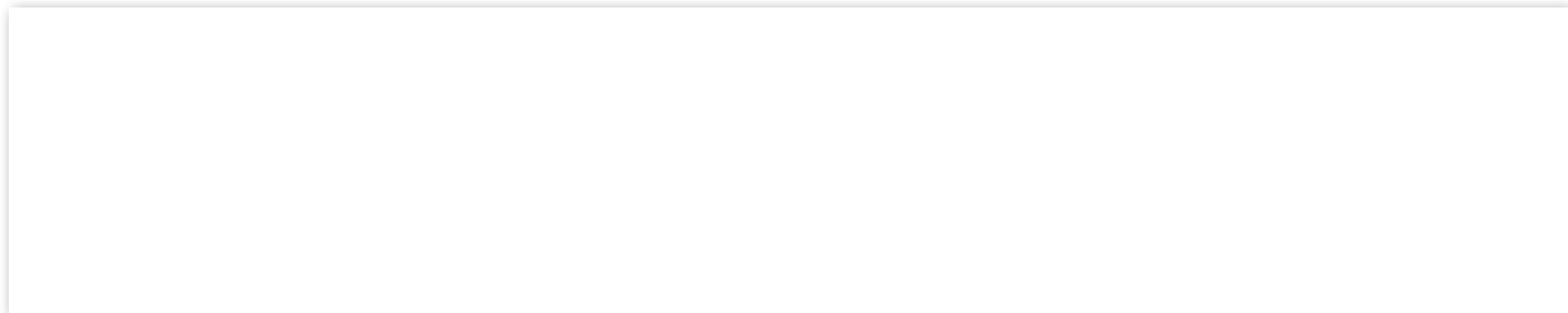


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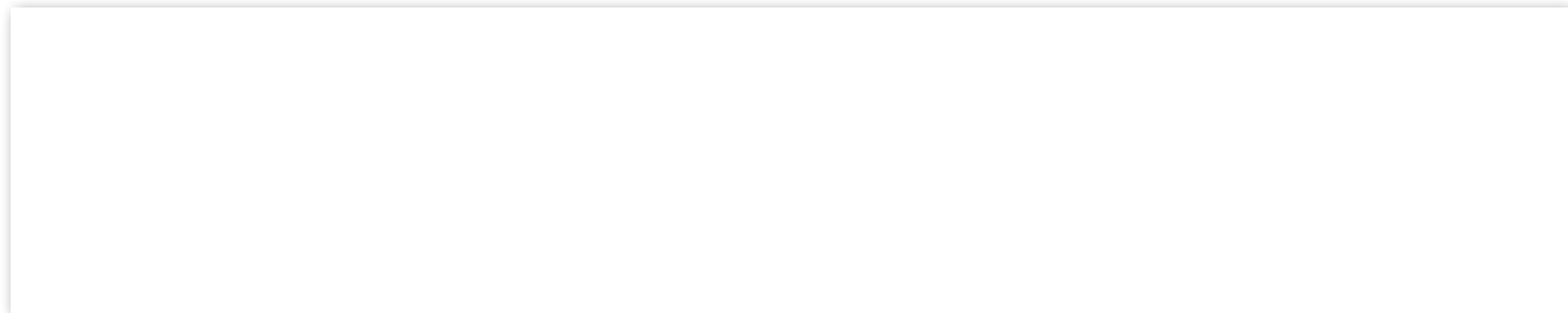


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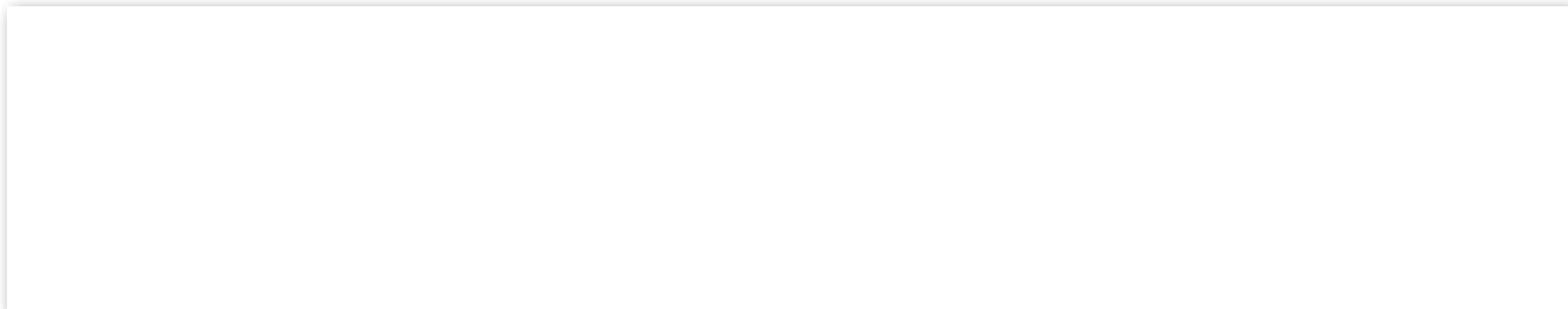


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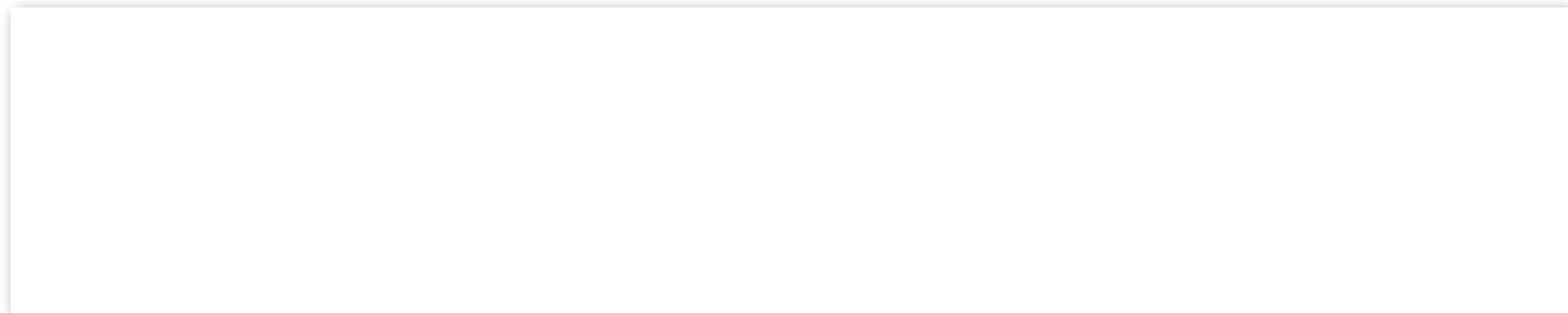


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# £<sup>+</sup> Pay & Benefits

The performance of our employees is rewarded by far more than basic pay. Siemens offers a range of flexible benefits through *My choice* annual enrolment, as well as employee discounts through *My deals* and *Champions*, our employee recognition scheme.



## Salary & Bonus

Siemens offers a competitive package that is regularly reviewed against internal and external market data, to ensure that you are appropriately rewarded for the work you do.



## Holiday

Siemens recognises the importance of achieving a balance between work and non-work commitments, and that you need time away from work to rest and recuperate. The Company therefore offers employees paid time off for annual leave and public holidays, with entitlement for those who work part time pro-rated accordingly.



## Pension

Siemens understands the importance of planning for your retirement, so offers employees the option to join a defined contribution pension and to make contributions to your pension (matched up to 10% by Siemens) throughout your career with us. Our Siemens Investor Plan is proud to be credited with the Pension Quality Mark Plus. [www.siemens.co.uk/pensions](http://www.siemens.co.uk/pensions)



## My choice

Our flexible benefits scheme. The benefits offered are regularly reviewed and employees can make their *My choice* selections on an annual basis to reflect their lifestyle choices. For more details: [www.siemens.co.uk/mychoice](http://www.siemens.co.uk/mychoice)



## Champions

Our employee recognition scheme. The Champions scheme recognises remarkable work by employees who live and breathe the Siemens values - Innovative, Excellent and Responsible.



## My deals

*My deals* is an online employee discounts website offering you (and your friends and family) a wide range of discounted goods and services, including Siemens and partner products. For more details: [www.siemens.co.uk/mydeals](http://www.siemens.co.uk/mydeals)



## Share Plans

Siemens offers you the opportunity to invest in its long-term future development through the Share Matching Scheme. Siemens is the only employer to offer, worldwide, one free share for every three purchased when held for longer than three years and the employee is still working for Siemens.



## Medical Benefit

Siemens provides eligible employees with health benefits through the BUPA healthcare trust. This benefit can be selected through the *My choice* flexible benefit scheme.



## Car Benefit

The Siemens Vehicle Plan (SVP) is a car benefit scheme that focuses on climate protection, driver safety and cost-effectiveness for both our employees and the Company. The Car Benefit is offered to employees, based on specific roles and responsibilities.

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## Did you know?

We **install, maintain and read meters** in nearly 9 million homes and businesses. Up to 50,000 energy consumers are visited by our energy services employees every day of the week.



# Great place to work

Siemens is a brand synonymous with excellence and quality. We employ around 16,000 people in the UK, including about 6,000 in the manufacturing sector. As a leading global engineering company, Siemens provides innovative solutions to help tackle the world's major challenges. We have offices and factories throughout the UK, and our headquarters in Frimley, Surrey. We are committed to attracting and retaining the best people for our success, and to training and developing employees and identifying and nurturing new talent. We strongly believe Siemens is a great place to work.



## Values

Our values are Innovative, Excellent, Responsible. The three values provide orientation and guide our decision-making, and are alive and tangible in our daily business. Our values will continue to form the lasting and stable foundation of our vision, our strategy and our goals – now and in the future.



## Our Brand

Thousands of products, solutions and services are created under the Siemens brand. As a leading global engineering company, our 430,000 employees make it their job to provide innovative solutions to tackle the world's major challenges, across the key sectors of energy, industry and healthcare. Our employees dare to ask the big questions every day.



## Leadership

We believe effective leadership is the key to employee engagement, developing successful teams and achieving business results. Our managers are supported in building their leadership abilities through training, development and a suite of tools, references, learning and support materials to help them do their job well every day.



## Diversity & Inclusion

At Siemens we value the diversity of our employees. It's about embracing different ways of thinking, backgrounds, experiences, types of expertise and individual qualities across all parts of our business. Our diversity steering group serves to promote Diversity and Inclusion across Siemens in the UK, to ensure that all our employees have equal opportunities, as well as being a business that reflects our customer base and the communities we are a part of.



## Champions

Our employee recognition scheme. The Champions scheme recognises remarkable work by employees who live and breathe the Siemens values - Innovative, Excellent and Responsible.



## Employee Initiatives

Siemens runs a number of company-wide programmes to promote business excellence and reward individuals and teams who practise it. **Top +** - a selection of programmes and tools designed to help Siemens keep ahead of the competition. **Think Customer** - make Siemens in the UK as well known for customer service excellence as it is for innovation and technology. **3i** - representing Ideas, Initiatives and Innovations – is an award scheme that encourages the collection, sharing and implementation of good ideas at all levels throughout Siemens.



## Sponsorship

Siemens is proud to support a number of high-performance sponsorships across four key areas - Sports, Arts & Culture, Education & Science, and Technology Promotion. Click here to see our current sponsorships.



## Community Links

Through our Generation 21 (educational) and Caring Hands (community & charity) programmes, Siemens plays a positive role in local communities and supports those in need further afield. Many of our sites in the UK have built strong links with local schools, charities and community groups.

## Did you know?

We generate around 40% of the UK's wind energy – the equivalent in terms of CO2 reduction of taking 600,000 cars off the road.

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# Looking after you

Siemens cares about the health, safety and wellbeing of all our employees and the protection of our environment are vital issues to which Siemens is totally committed.



## Zero Harm

Siemens is totally committed to a Zero Harm culture, based on the firm belief that all work-related injuries can be avoided. Our Zero Harm initiative is to create a business in which there is no realistic likelihood of a serious accident - those who work for us, and with us, have the right to expect nothing less.



## Wellbeing

Feeling healthy means we are better able to deal with daily life, whether it is at work or at home. Our flexible working approach, (wherever possible), supports our commitment to work/life balance. Our Employee Assistance and Occupational Health programmes, as well as private health care (BUPA), dental care and discounted gym membership options, via the My choice scheme, help with the wellbeing of our employees.



## Sustainable Future

Sustainability is the basis for how we do business. Our goal is to create value for the long term by treating people and the environment in a responsible manner. It is the key principle underpinning our business. Our goal is to support our customers' sustainability objectives through our environmental portfolio and demonstrate our commitment to corporate citizenship.

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## Did you know?

Our **car park guidance systems** help 200,000 motorists find a space in over 225 car parks throughout the UK every day, helping reduce journey times and pollution.



# Personal Development

**Personal development is at the heart of Siemens;** from setting goals, providing performance feedback, and linking pay with performance, to development, succession planning and recruiting.



## Performance Management

The Performance Management Process (PMP) is the standard method for Siemens globally to manage the performance and development of our employees, and achieve our goals. This process creates a direct link between organisational and individual performance, ensuring that our business strategy is deployed throughout the organisation. PMP is supported either by an online system, 4Success, or through the Staff Dialogue Process.



## Learning

Siemens understands the need for life-long learning. Learning opportunities are available for all employees, from behavioural and skills development to technical training, which help to further develop expertise and capability.



## Career Opportunities

Put simply, we have something for everyone. Few other organisations can offer such a diverse mix of opportunities. Your experience is key to our success and can be used in a variety of ways to develop your career in whichever direction you choose, from entry level through to experienced and specialist roles.

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## Did you know?

We are the number one supplier of MRI and CT scanners in the UK. Our medical equipment is used to screen 15,000 women in the UK for breast cancer every week day of the year.