



UK GENDER PAY GAP REPORT: 2024

ABB LIMITED

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INTRODUCTION



Malgorzata Moussa
CHO, UK & Ireland
UK & Ireland DEI Board
Executive Sponsor

“At ABB, we are committed to solving some of the biggest global challenges of our times – made possible by our exceptional employees who work every day towards this endeavour.

Our strength lies in our dedication to fostering a culture of diversity, equity, inclusion, and belonging, while embodying the ABB core values of Courage, Care, Curiosity, and Collaboration.

In ABB UK, we take this commitment very seriously and can already see the evidence of our efforts in creating an equitable workplace for women.

I am delighted to publish the ABB UK Gender Pay Gap Report for 2024. While we take pride in the accomplishments highlighted in the report, we recognise that there is more work to be done, and our journey towards achieving equity for women is ongoing

Together, we will create an environment where everyone can thrive and make a meaningful impact.”

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DIVERSITY, EQUITY, & INCLUSION



In Q4 2024, ABB Group launched our global DEI policy to complement our existing global DEI strategy and targets. This policy reflects our commitment to fostering an inclusive workplace where everyone can thrive, feel valued, and be empowered to come as they are. Implementing this policy is a collaborative effort that spans both

global and local levels, ensuring we address the unique needs of our diverse workforce. One of the ways ABB promotes DEI is through Encompass, a global network of diversity, equity, and inclusion employee resource groups that seek to create an environment of acceptance and inclusion for the differences that make us unique.

To complement our global strategy, we have established a UK & Ireland DEI Board. This board focuses on amplifying global DEI initiatives, raising awareness, providing training and self-development opportunities, and building local community partnerships.

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GLOBAL DEI TARGETS: 2030



50%

Female university hires



25%

Women in ABB
Leadership (19% by 2025)



Score

Year-on-year improvement if
inclusion score in engagement survey



Policies

Well established for all dimensions



100%

Employees access to employee
resource groups (ERGs)

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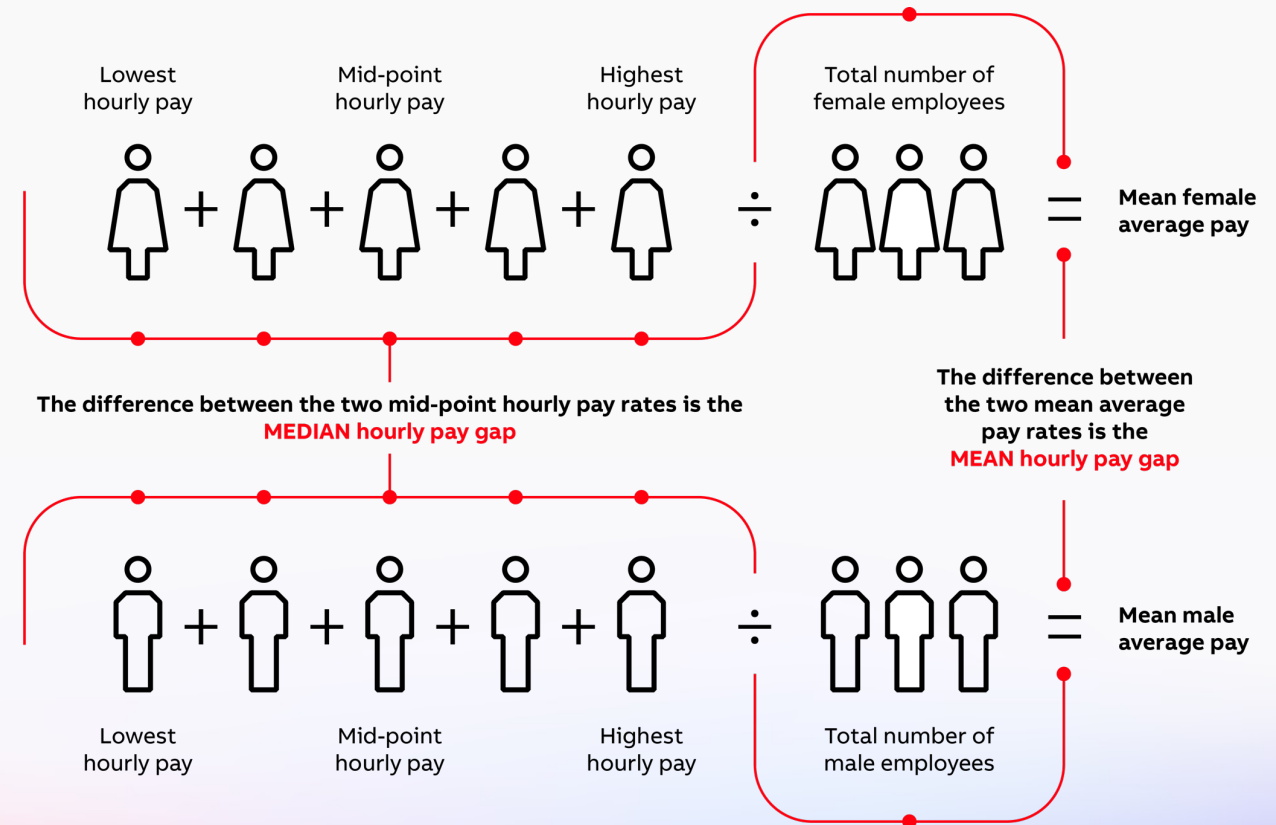
HOW IS THE GENDER PAY GAP CALCULATED?

Gender Pay Gap legislation requires employers with 250 or more UK employees to publish their gender pay gap. The government stipulates how the information should be calculated, based on a snapshot of data taken on 5th April of the reporting year.

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.

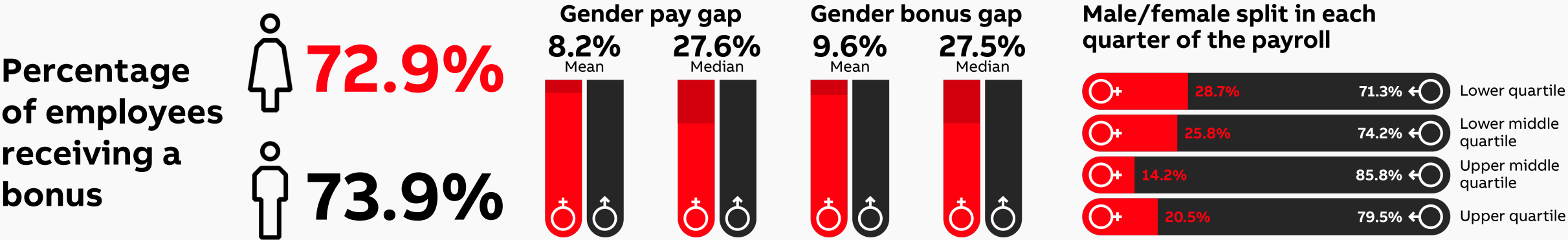
It's different from an equal pay comparison, which is a direct comparison of two or more people carrying out the same, similar, or equivalent work.



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OUR PAY GAP OVER THE LAST 12 MONTHS

This report is based on 1,410 employees working for ABB Limited in the UK from a snapshot of data on 5th April 2024. “Pay” includes basic pay, bonuses, and any premiums or allowances.



- We see reduced gender pay gap results with a mean (average) pay gap of **8.2%** decreased by 5.6% year-on-year, and a median (middle) pay gap of **24.6%** decreased by 3% year-on-year.
 - **72.9%** of women and **73.9%** of men received a bonus payment. The mean bonus gap is **9.60%** reduced by 5.7% year-on-year, and the median bonus gap was
- 27.5%**, which was an increase year-on-year of 13.4%.
 - **4%** more females received a bonus payment compared to 2023.
 - The proportion of females in the upper quartile has continued to increase by **2.5%**, and the proportion of females in the lower quartile has continued to decrease by **1.9%**.
- The proportion of females in the lower middle quartile has increased by **2.3%** and the proportion of females in the upper middle quartile has decreased by **0.2%**.

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WHY ARE THE GENDER PAY GAP FIGURES AS THEY ARE?

The gender split of employees in leadership positions has improved.

Like other STEM industries, engineering still has fewer female employees than male, and ABB is no exception.

Although great strides have been made to close the gender gap over the years, women currently account for roughly 22% of our workforce. This represents a year-on-year increase of 0.6%.

While it is an industry-wide issue to have a lower number of female employees within the engineering sector, ABB has made a concerted effort to increase the number of female employees through various initiatives described in this report.

The gender imbalance across different positions is evolving.

Historically, the gender split at different career stages skewed almost entirely male. Now, more women are entering roles at all levels across the organisation, slowly correcting the imbalance.

Our quartile data highlights the increase of females in higher earning roles, with a decrease of females in lower earning roles. We aim for this positive trend to continue.



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OUR COMMITMENT TO CLOSING THE GENDER PAY GAP

Diversity, Equity, and Inclusion is at the core of what we do at ABB. Our initiatives have continued to grow and evolve across the business, which help to turn our commitments into reality. These include:

Early Career Programmes

Reviewing partnerships that target women in STEM on a local level. Investment in 'Develop Diverse', which provides assessment of inclusive language for job advertisements and ensuring we have female representation at careers fairs.

Encompass Women (ERG)

This ERG's mission is to ignite a culture within ABB of diverse talent, including women, that supports the development and retention of talent, creates an environment to connect and foster authentic relationships, and develops a framework to enhance the business & community daily.

Employee Engagement Survey

A dedicated annual focus and deep dive on employee feedback with regards to gender and inclusion.

Enhanced People Policies

Enhanced maternity and paternity leave, menopause policy and training, flexible and hybrid working frameworks to support all employees thrive in both their home and work lives. A new volunteering policy, tree planting for new starters, and a greater focus on CSR.

Female Mentoring

Business led programmes focused on developing, strengthening and retaining our female talent pipeline, so that mentees have the best potential to fulfill more senior leadership roles.

International Women's Day

Every year, ABB raises awareness and celebrates IWD both globally and locally in the UK. Each year has a dedicated campaign with previous examples including #AccelerateAction and #InspireInclusion.

Inclusive Recruitment

Unconscious bias training specifically for hiring process, targeted approach for global hiring strategy that is DEI led. Gender decoder tool.

Annual Salary Increase Equity

An opportunity to review a salary comparison by gender to identify and address potential pay disparities.

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CAREER STORIES FROM THE ABB TEAM

At ABB we aspire to be more than we are today. That's why our People Strategy emphasises lifelong learning and personal growth. We are committed to investing in and supporting our employees, providing them with opportunities to learn, connect and grow. By offering opportunities that align with the goals and aspirations of our employees, we believe we will succeed and achieve more together.



Giorgia Zambetti
Business Unit Manager
Electrification
Nottingham, UK

[Find out more](#)



Adhu Shrikanth
Process Gas Analytics
Proposals Engineer
Process Automation
St. Neots, UK

[Find out more](#)



Mason Cooper
Field Service Engineer
Robotics
Milton Keynes, UK

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FINAL COMMENTS

“At ABB, we recognise that a diverse and talented workforce gives us a key competitive advantage. Diversity expands the pool of talent, bringing fresh perspectives and creativity for more innovations, enabling us to contribute to a better world. At ABB, we strive for a culture where individual differences are not only welcomed but celebrated.

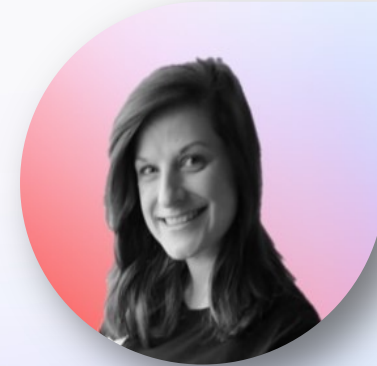
We are aware that the world is evolving, and we embrace the positive movement towards greater employee flexibility. This includes maintaining a healthy work/life synergy, breaking down barriers, and fostering an environment where everyone feels valued and empowered.

In my position as Country HRM and Chair of the UK & Ireland DEI Board, I remain committed to fostering a culture of inclusivity that puts people first. I am proud of the journey we are on and excited for what we can achieve together as we progress further. Looking to the year ahead, we aim to build on our successes through the following core areas:

- Enhancing connection between DEI strategy & employees: moving from ‘awareness’ to ‘interaction’.
- Diverse talent & skills: strengthening partnerships with targeted schools, colleges, and universities to focus on early career attraction.

- Leadership & culture: fostering positive cultural change through all levels of the business.

2025 is going to be another exciting year for ABB UK as we continue to grow our business and our culture. Together we are **#EngineeredToEmbraceDEI.**”



Chloe Redmond
CHRM, UK & Ireland
UK & Ireland
DEI Board Chair

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STATUTORY DECLARATION

We can confirm that the data and information in this report are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

For and on behalf of ABB Limited:

A handwritten signature in black ink, appearing to read 'Moussa', is positioned above the printed name.

Malgorzata Moussa
Country Holding Officer

A handwritten signature in black ink, appearing to read 'Chloe Redmond', is positioned above the printed name.

Chloe Redmond
Country HR Manager

ABB