

GRI 401: Employment 2020

Period under review 01.01.2020–31.12.2020

GRI 401-1 a: New employees by age group and gender

Age group	Number of employees	Rate
<29	2	
30–39	8	
40–49	4	
>60	2	
Total	16	7.3 %

Gender	Number of employees
Male	11
Female	5
Total	16

GRI 401-1b: Fluctuation by age group and gender

Age group	Number of employees	Rate
<29	5	
30–39	13	
40–49	6	
50–59	5	
Total number of employees	29	13.3 %
Total in full-time equivalents		12.7 %

Gender	Number of employees
Male	23
Female	6
Total	29

GRI 405: Diversity and equal opportunities 2020

Period under review 01.01.2020–31.12.2020

GRI 405-1b: Age structure

Gender	Number of employees	Share in %
Male	150	
<29	13	68.4
30–39	41	61.2
40–49	42	72.4
50–59	38	73.1
>60	16	72.7
Female	68	
<29	6	31.6
30–39	26	38.8
40–49	16	27.6
50–59	14	26.9
>60	6	27.3
Total	218	

GRI 405-2a: Ratio of basic salary and remuneration of women to basic salary and remuneration of men.

Period under review 01.01.2020–31.12.2020

Basic salary 2020

Function groups	F	M	Percentage deviation F/M ¹	Avg. age	F	Avg. age	M	Comments
	Number of employees	Number of employees			Avg. years of service		Avg. years of service	
Commercial assistant function	19	2	47.2	45	9	25	2	
Project/site/junior site manager	23	76	-10.7	40	6	43	11	
Team leader excl. division manager	3	24	-14.4	36	6	49	12	
Supporting functions (Reception/housekeeping)	3	3	-12.6	55	10	50	1	
Specialist function in realisation	6	10	-1.7	47	5	47	10	
Employees with specialist responsibility	14	22	-13.0	40	5	41	5	
Total	68	137	-5.5	44	7	42	7	

Remuneration 2020

Function groups	F	M	Percentage deviation F/M ¹	Avg. age	F	Avg. age	M	Comments
	Number of employees	Number of employees			Avg. years of service		Avg. years of service	
Commercial assistant function	19	2	48.4	45	9	25	2	Age and years of service
Project/site/junior site manager	23	76	-12.8	40	6	43	11	Years of service
Team leader excl. division manager	3	24	-14.3	36	6	49	12	Age and years of service
Supporting functions	3	3	-13.1	55	10	50	1	Comparison difficult due to the variety of different functions in this group
Specialist function in realisation	6	10	-2.0	47	5	47	10	Years of service
Employees with specialist responsibility	14	22	-14.6	40	5	41	5	Comparison difficult due to the wide variety of different functions in this group
Total	68	137	-6.4	44	7	42	7	

¹ Positive deviation = higher value for female employees, negative deviation = higher value for male employees
 - Excl. group management, section managers, division managers
 - Deviations can be explained by the age and/or years of service except for the "Employees with specialist responsibility" category

Values deviating from the result of the equal pay audit are due to different data evaluation methods being used