



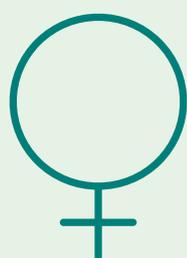
equinor

# Equinor UK Limited Gender Pay Gap report 2018

We are pleased to share our Gender Pay Gap figures for 2018, based on data from our April 2018 payroll. In our report we are disclosing figures for **329 employees** of Equinor UK Limited as required, and we voluntarily disclose figures for our **144 employees** of Equinor Production UK Limited.

Here in Equinor we remain committed to growing an inclusive and diverse workplace where all individuals can share their perspectives, be themselves, develop and thrive in a safe working environment.

## Equinor UK Limited gender pay gap

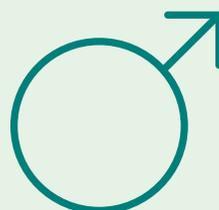


95

Female employees

94%

Proportion receiving  
bonus payment



234

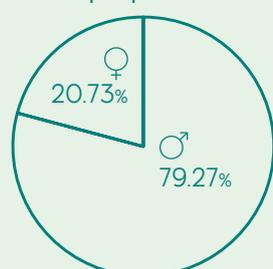
Male employees

91%

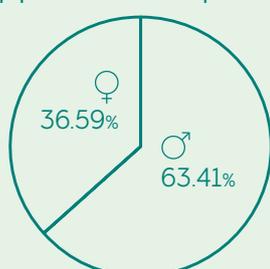
Proportion receiving  
bonus payment

	Mean	Median
Gender Pay Gap	27.97%	0.38%
Bonus Pay Gap	43.34%	4.53%

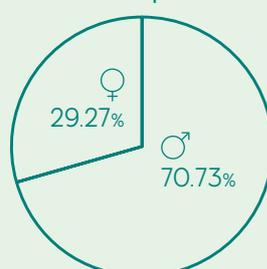
Top quartile



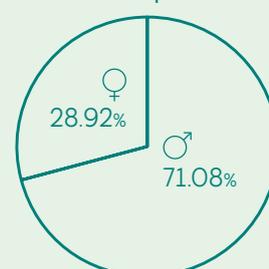
Upper middle quartile



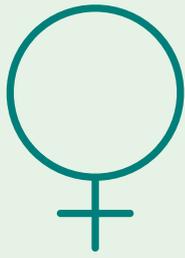
Middle quartile



Lower quartile



## Equinor Production UK Limited gender pay gap



29

Female employees

83%

Proportion receiving bonus payment



115

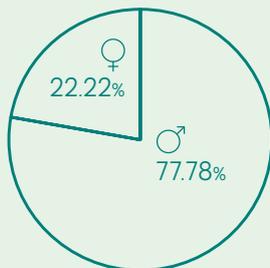
Male employees

72%

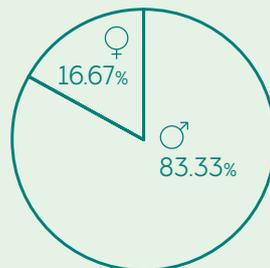
Proportion receiving bonus payment

	Mean	Median
Gender Pay Gap	6.24%	3.39%
Bonus Pay Gap	19.83%	5.06%

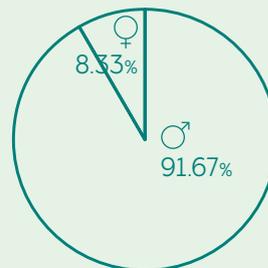
### Top quartile



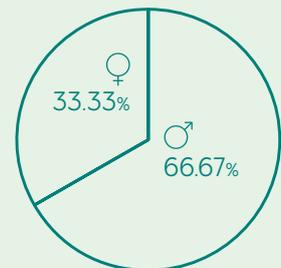
### Upper middle quartile



### Middle quartile



### Lower quartile



We continue to play our part in tackling the shortage of women in the STEM subjects on which our industry relies so heavily, and we are proud of what we do to support the education of younger generations through our sponsorship of Wonderlab: The Equinor Gallery at the Science Museum in London, TechFest in Aberdeen and the Hywind Hub in Peterhead. Equinor has set an ambition to achieve a 50-50 balance on gender in graduate recruitment. In 2018, we recruited three graduates to our UK business, of which two are female.

In 2018, an increase in the number of women in our top quartile resulted in a lower pay gap for Equinor UK Limited compared to 2017. However we will not be complacent and we continue to work towards our goal of a diverse and inclusive workforce. A key enabler to achieve this is to continue to eliminate any unconscious biases in processes such as recruitment and deployment. To facilitate this, we have piloted unconscious bias training for all our top leaders and plan a wider roll-out during 2019.

We were proud to announce a minimum global standard of 16 weeks paid parental leave from January 2019, underpinning our commitment to supporting and encouraging parents to share childcare responsibilities. We hope this will encourage a better balance between men and women in the workplace.

We are confident that we will continue to reduce our gender pay gap over time by providing an inclusive and fair working environment, and by continuing to tackle the causes of the gender pay gap.

#### Declaration

We confirm that Equinor UK Limited gender pay gap calculations are accurate and meet the requirements of the Regulations

*Bente Hovland*

Signed by Bente Hovland, Managing Director Equinor UK Limited