

# Equinor UK Limited Gender Pay Gap report 2019

At Equinor we recognise diverse and inclusive working environments as critical enablers of safe operations and innovation.

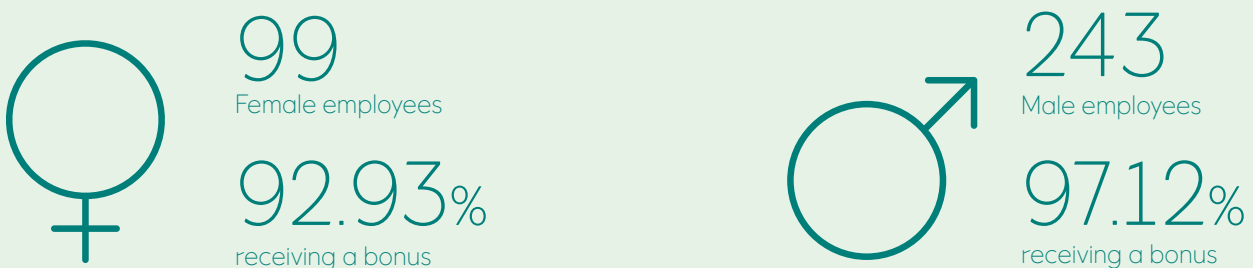
Our commitment to cultivate diversity in the way we work is underpinned by our shared values of being open, collaborative, courageous and caring.

Our 2019 Gender Pay Gap figures are based on our April 2019 payroll, and include local employees and those on expatriate assignments outside of the UK. In our report we are disclosing figures for **342 employees of Equinor UK Limited** as required, and we voluntarily disclose figures for our **212 employees of Equinor Production UK Limited**.

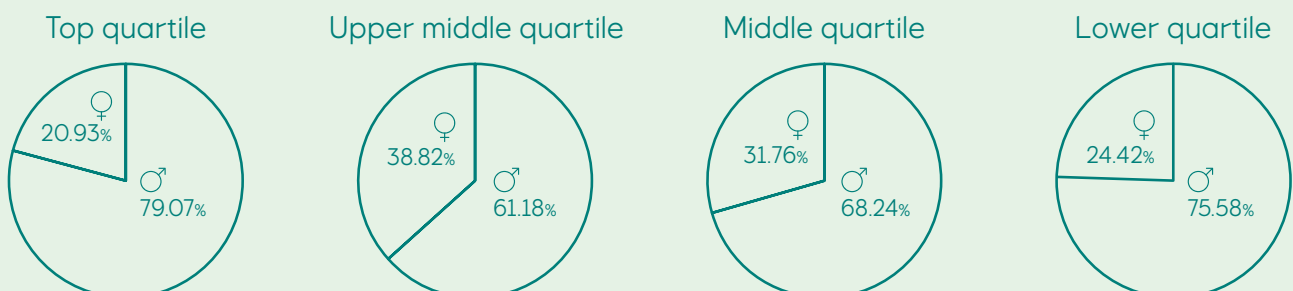
The figures support that whilst we are moving in the right direction in terms of pay equality, we need to maintain our efforts of attracting and supporting female talent in all UK business areas and locations.

Equinor UK's 2018 Gender Pay Gap report outlined our need to redress the gender balance across our talent pipeline. In collaboration with our recruitment discipline, we have revised our external job adverts to align with best practice regarding inclusive and gender-neutral wording and emphasise our commitment to flexible working. Throughout 2018 and 2019, we have implemented unconscious bias training, prioritising training for key individuals supporting our recruitment practices, and with continued focus on competence and desired behaviours, there has been a 35% increase in the number of female leaders across the UK.

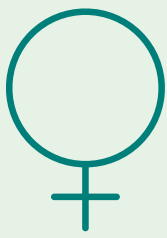
## Equinor UK Limited gender pay gap



	Mean	Median
Gender Pay Gap	16.83%	-3.39%
Bonus Pay Gap	48.58%	7.16%



## Equinor Production UK Limited gender pay gap

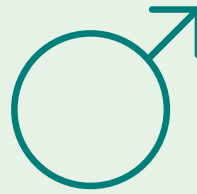


40

Female employees

82.50%

receiving a bonus



172

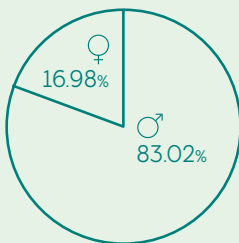
Male employees

78.49%

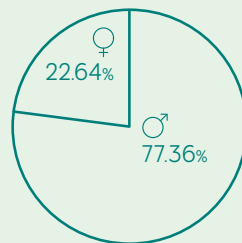
receiving a bonus

	Mean	Median
Gender Pay Gap	6.44%	-7.41%
Bonus Pay Gap	-0.70%	-8.69%

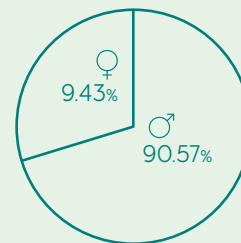
Top quartile



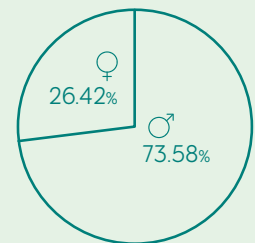
Upper middle quartile



Middle quartile



Lower quartile



In 2020 we will continue the focus on shaping a gender balanced workforce from entry to senior leadership, including our attraction and recruitment practices. We will introduce location specific facilities for new mothers returning to the workplace, and uptake of Equinor's global parental leave policy continues to allow parents to take leave in a more flexible way. We will continue to tackle the shortage of women in STEM professions through supporting a range of educational initiatives, as a means of helping a wider talent pool navigate opportunities within our industry and the Equinor portfolio.

From March 2020 we introduced changes to variable pay, providing greater transparency of our bonus structures and target levels by job grade.

We are committed to building a culture where everyone feels included as part of a fair working environment.

### 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