



Statoil



# Statoil (U.K.) Limited Reporting 2017

Here in Statoil, we are committed to providing an inclusive workplace where our people can be themselves and achieve their full potential. We welcome the UK Government's requirement for companies with over 250 employees to publish their gender pay gap. In the UK, our gender pay gap report covers 307 employees of Statoil (U.K.) Limited.<sup>1)</sup>

We will voluntarily disclose figures for the 108 employees of Statoil Production (UK) Limited.<sup>2)</sup> The report includes local employees and those on expatriate assignments outside the UK. All data is from April 2017 as per the reporting requirements.

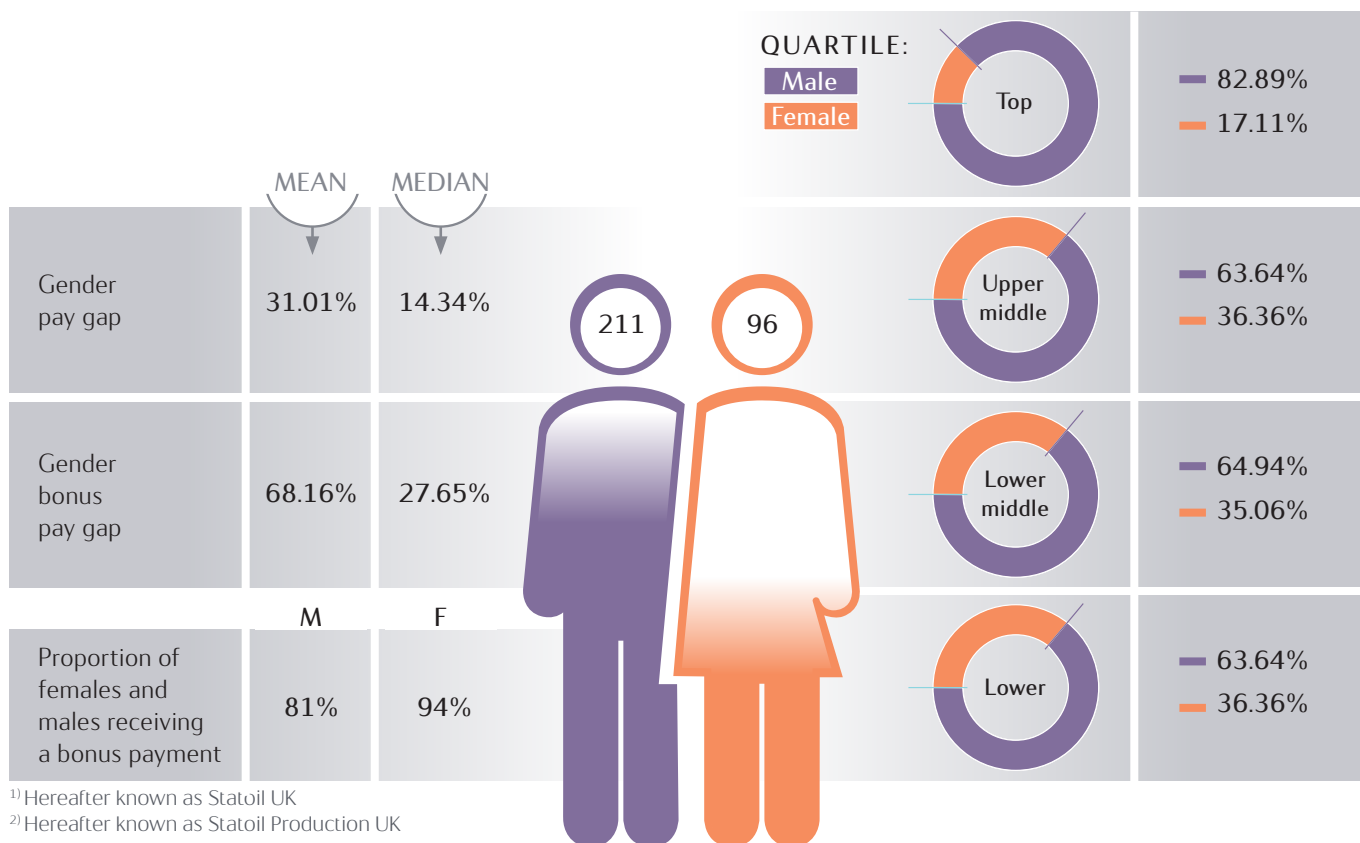
## WHAT WE ARE MEASURING

The government's requirement for gender pay gap reporting takes the payments to all men in the organisation and compares it with the payments to all women. This includes all payments such as base pay, shift pay, offshore allowances, car allowances, all expatriate payments, and other allowances paid in our April 2017 payroll. It does not include overtime.

The gender pay gap is not a measure of equal pay, and in Statoil UK we are confident that we pay men and women equally and fairly for similar jobs. We are committed to ensuring that this remains the case through our salary review, job banding, recruitment and development processes.

The numbers below are based on hourly rates of pay as at the snapshot date of 5 April 2017, and bonuses paid in the year to 5 April 2017. The right hand side shows the gender split of all employees when, from highest paid to lowest paid, they are divided into four quartiles.

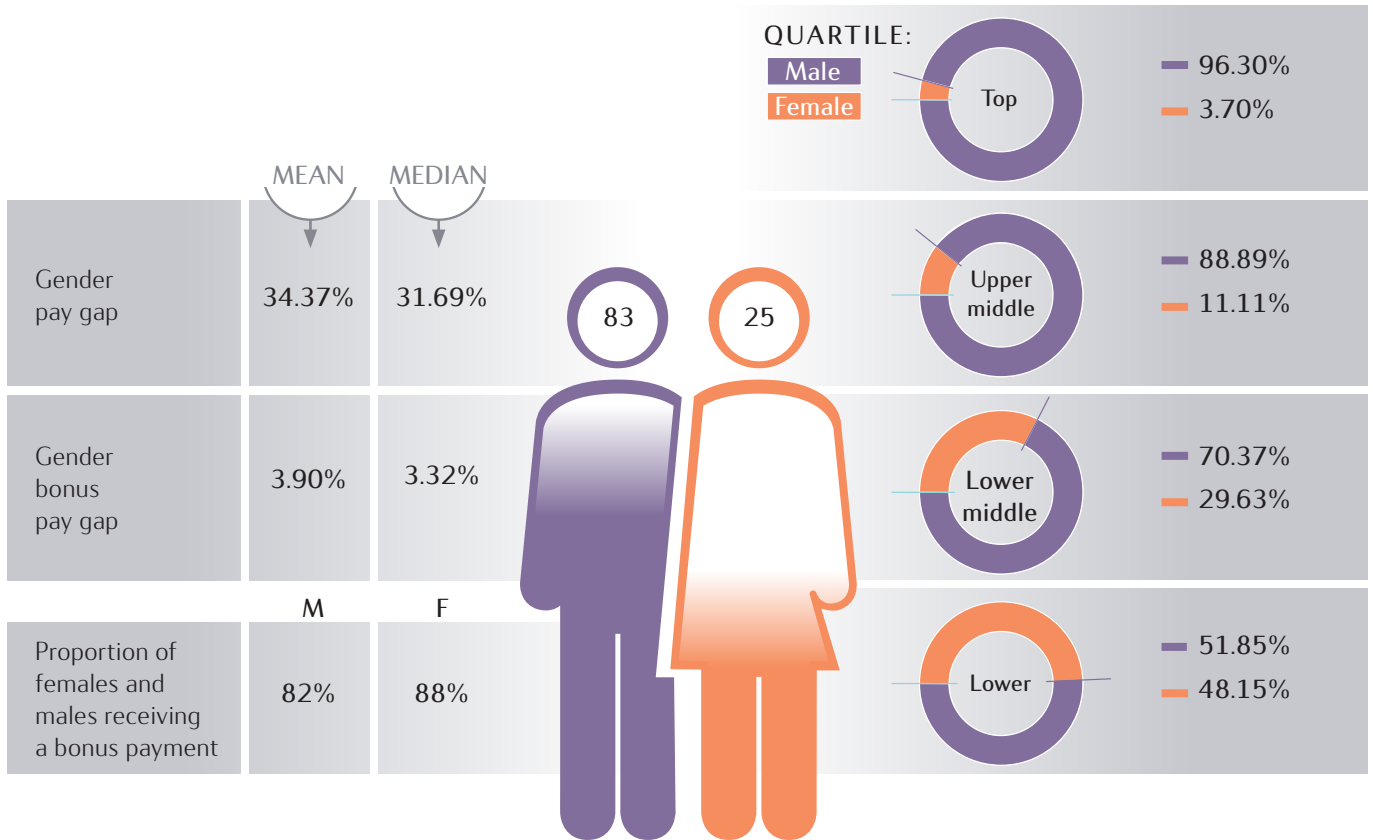
## GENDER PAY FIGURES FOR STATOIL UK



<sup>1)</sup> Hereafter known as Statoil UK

<sup>2)</sup> Hereafter known as Statoil Production UK

# GENDER PAY FIGURES FOR STATOIL PRODUCTION UK



## OUR INDUSTRY

...has always been predominantly staffed by men, due in part to a shortage of women studying STEM (science, technology, engineering and maths) subjects and entering professions such as engineering and trading. As a result we have a higher proportion of men than women in Statoil UK, which heavily dominates our gender pay gap figures. Our pay quartiles (number of men and women in each quarter of our pay distribution) illustrates the gender split in Statoil UK and Statoil Production UK. Overall the quartiles show a lower proportion of women to men and highlights the shortage of women in higher paid senior roles. Our bonus gap is driven by fewer women in roles such as trading where higher bonuses are paid.

We believe that a diverse and inclusive workplace is essential to the success of the business. We will address how to improve diversity and inclusion in the UK organisation, including how to increase the number of women entering the organisation and growing to senior positions. To make this happen, we will be taking various actions. We will engage closely with UK employees with the help of a leader in the field of Diversity & Inclusion to understand how the current working practices and environment may impact inclusivity in Statoil UK. We will examine areas such as recruitment and company policies to ensure they promote diversity and inclusion. We will ensure a balance of diversity in our key leadership activities. In early 2018, we incorporated inclusive leadership training into our leadership development programmes and will continue to build on this.

In addition, we are passionate about encouraging children and young people into STEM subjects and have sponsorship initiatives across the UK addressing this, through our Heroes of Tomorrow sponsorship initiative.

### Declaration

We confirm that Statoil UK's gender pay gap calculations are accurate and meet the requirements of UK Government's regulations.

*R. Adams*

Signed by **Robert Adams**, Managing Director Statoil (U.K.) Limited.