



human energy™

chevron energy limited 2018 U.K. gender pay gap report



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Welcome to chevron energy limited's 2018 U.K. gender pay gap report.

During the twelve months following the publication of our first gender pay gap report Chevron's U.K. employee population has stayed relatively static. Our 2018 average gender pay gap is 25.7%, which is similar to our 2017 results and continues to reflect the imbalance of female representation across our organisation. In common with many businesses in our industry, Chevron has a greater number of men in higher paid senior and technical roles.

We are committed to addressing this imbalance and to improving our workforce demographics.

Diversity and Inclusion are key values for Chevron. They serve as drivers of internal innovation and business growth for our company.

In 2018 our U.K. downstream and midstream organisation introduced leadership programmes which focus on addressing bias and promoting differences, creating an inclusive environment in our workplace.

Across Chevron we have launched the Men Advocating Real Change (MARC) programme with engagement from the organisation Catalyst.

In addition, we recently conducted an equal pay study in the U.K. We can confirm that we have pay equity in our compensation programmes.

We are working to discover more about the links between inclusion and high performance across our workforce and will continue to focus on initiatives and longer-term plans which can address the gender pay gap.

The reference point for this report is 5 April 2018. I confirm that the gender pay gap data contained in this report from chevron energy limited is accurate and has been produced in accordance with the guidance and reporting developed by the Advisory, Conciliation and Arbitrations Services (ACAS).



Stewart Wright
Chairman - Chevron Energy Limited



Stephanie Barnett on Alba Northern Platform, U.K. North Sea

the difference between equal pay and the gender pay gap

The gender pay gap is defined as the difference in the average pay of all men and women in an organisation, regardless of role or seniority. This is fundamentally different from equal pay, which means to pay men and women equally for the same or equivalent work.

We recently conducted a pay equity study in the U.K. The results were very positive and confirmed we have pay equity in our U.K. compensation programmes. When looking at equivalent work with respect to base pay, bonus and allowances, women are paid on average 100.1% of what men are paid. These results indicate no statistically significant divergence in pay between men and women.

At Chevron there are many ways in which we invest in our people and protect them from discriminatory practices. Our company philosophy prohibits discrimination on the basis of gender. Additionally, we have established robust compensation systems and processes designed to minimise risk of bias.

equal pay

men and women being paid equally for the same or equivalent work



The diagram shows two stylized human figures, one blue and one green, representing men and women respectively. Below them is a balance scale with two pans, one blue and one green, which are perfectly balanced, symbolizing equality.

the gender pay gap

the difference in the average pay of all men and women in the organisation regardless of seniority or role



The diagram features a pyramid of icons. The left side of the pyramid is composed of 10 blue male icons (♂), and the right side is composed of 10 green female icons (♀). Below the pyramid, a blue male figure is shown next to a blue male icon with an equals sign, and a green female figure is shown next to a green female icon with an equals sign, illustrating that the average pay for men is higher than for women.

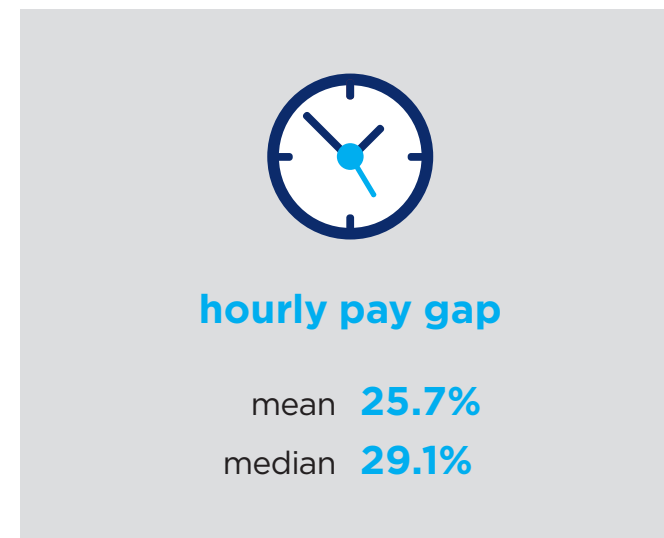
having a greater number of men in senior positions or in technical roles with a higher level of pay will mean a greater average pay for men than for women

chevron's gender pay gap results

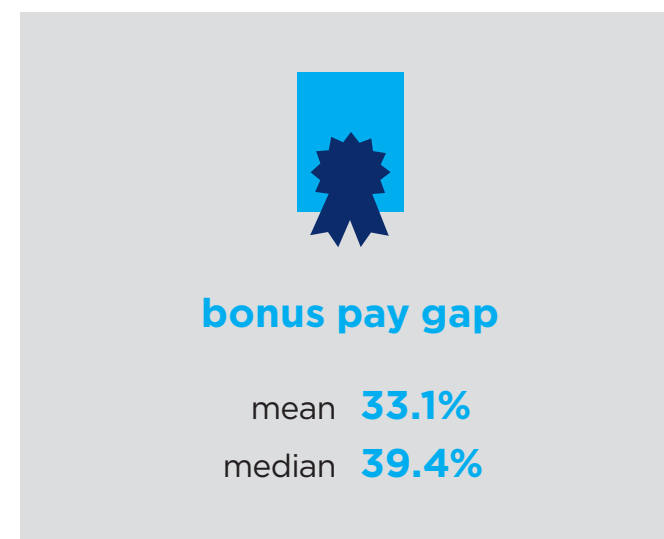
Historically our industry sector has had fewer women in senior, engineering and technical roles. Our 2018 gender pay gap reflects this disparity and the reasons underlying our gender pay gap remain unchanged, i.e. 75% of our population are men and 25% are women, with the majority of men occupying technical roles.

During the period covered by our 2018 report, recruitment by Chevron in the U.K. was minimal and the organisational demographics therefore remained largely unchanged. Subsequently, our gender pay gap data is very similar to that reported last year.

Chevron's gender pay gap in the U.K. is further compounded by the need to pay certain allowances such as expatriate premiums and offshore allowances. Collectively, these factors account for a higher average pay for men than for women as more men typically occupy these positions.



quartile	% of population	
	male	female
upper	89.3%	10.7%
upper middle	78.7%	21.3%
lower middle	76.7%	23.3%
lower	57.5%	42.5%



These figures show the gender pay gap data for Chevron Energy Limited as at April 2018.

diversity and inclusion

We believe that a diverse workforce and an inclusive culture strengthens business performance, drives innovation, increases employee engagement and will lead us to greater long-term success.

As a company we seek to advance diversity at all levels. Many of our employees, including our Chairman and Chief Executive Officer (CEO), Mike Wirth, have diversity action plans as part of their annual performance evaluation.

During 2018, Chevron in the U.K. offered a variety of diversity and inclusion initiatives.

The diversity and inclusion programme followed by Chevron's downstream and midstream organisation involved practising and recognising inclusive behaviours and integrating them in day to day business.

The MARC initiative was launched in the U.K. Its objectives are to engage in candid conversations about gender and its impact in the workplace; to engage men as partners, change agents and advocates in supporting the development and advancement of everyone at Chevron; and to increase awareness of unconscious bias.

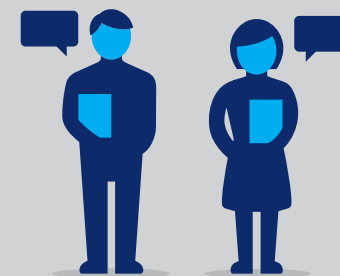
Our Aberdeen office held a week of activities focusing on diversity and inclusion, culminating in the participation and sponsorship of the inaugural Grampian PRIDE parade. As part of our continuing commitment to diversity



and inclusion, employee networks are active across Chevron and bring essential value to our business. Our leaders take active roles in the networks as sponsors, promoters and participants. The first meeting of the Chairman's Inclusion Council was held in 2018. This is a new collaborative forum that brings together the leaders of the Chevron employee networks to enhance the networks' impact on our business.

Catalyst, the leading global non-profit organisation working with more than 800 companies to build workplaces that work for women, has appointed our Chairman and CEO onto its board of directors. Founded in 1962, "Catalyst helps organisations remove barriers and drive change with pioneering research, practical tools, and proven solutions to accelerate and advance women into leadership — because progress for women is progress for everyone."

men advocating real change (MARC)



Men Advocating Real Change (MARC) is a Catalyst initiative created for and led by men and women in partnership to achieve gender equality through workplace inclusion. The Chevron Women's Network and Mike Wirth brought MARC programming to Chevron, beginning with a pilot in Houston. Chevron's MARC programme now includes more than 750 employees in seven Chevron locations globally, with additional growth planned.

managing talent and investing in people

At Chevron we actively promote the skills development and career progression of our employees through personnel development committees.

Our Human Resource policies and programmes support our employees in their professional development and help to manage work/life priorities; for example, through flexible work schedules, employee networks and mentoring opportunities.

Mentoring can be valuable and impactful as a development tool for both mentees and mentors as proven by Alex Fordham, geologist within Chevron Upstream Europe's (CUE) non-operated joint ventures team, who was named Mentor of the Year at the 2017 Oil & Gas UK Awards. This award recognises the vital role mentors play and the extraordinary commitment of these individuals to learning and improvement across the industry.

Louise Duncan, CUE's Rosebank subsurface manager, won the 'Above and Beyond' category at the Press & Journal's 2018 Gold Awards.

The Above and Beyond accolade recognises outstanding employees who help fuel the energy sector and demonstrate commitment, teamwork and an appetite to be and do better.

The award was presented to Louise in recognition of her consistent delivery of outstanding business results, her exemplary leadership and the way in which she inspires and mentors the next generation of innovators within the industry.

Chevron engages in initiatives with a view to increasing the appeal of our industry as a career choice for women.

One of the key drivers of the U.K. gender pay gap is the low proportion of women in STEM* occupations. In the U.K. only 25% of all STEM graduates are women and fewer than 10%** of engineers are women.

Chevron partnered with a school and university for the 'Young Women in STEM' conference, enabling school pupils with a strong interest and aptitude in STEM subjects to learn more about opportunities in the industry through lectures, workshops and interactive activities.

We continue to sponsor MSc scholarships in Subsea Engineering, Integrated Petroleum Geoscience and Petroleum Engineering and MEng scholarships in Chemical, Petroleum,

Mechanical and Electrical Engineering, with an average of 40% of these scholarships being awarded to women. These initiatives assist the communities in which we operate and helps secure the talent pipeline for tomorrow.

Chevron supports TechFest, a charity which promotes STEM activities to young people and the wider community. We support their Maths in the Pipeline and STEM in the Pipeline programmes and the annual TechFest Festival, which consists of a month-long programme of science and technology events, workshops and shows in Aberdeen and across north-east Scotland. We also sponsor TechFest's Eureka Family Science programme which offers a series of shows and after-school sessions that invites children to test their science and engineering skills through a number of hands-on workshops. In 2018, Chevron's work with TechFest reached over 23,000 people.

We realise more is required and we will continue our efforts. We believe we are focused on the right goals and we are working diligently to achieve them.

**STEM: Science, Technology, Engineering and Mathematics*

***Source: Institute of Engineering and Technology*



Alex Fordham



Louise Duncan