

# chevron energy limited 2024 UK gender pay report



The April 2024 U.K. gender pay gap report from Chevron Energy Limited (CEL) shows a slight improvement in both our hourly and bonus pay gaps compared to last year. The average hourly gap for this snapshot period is 29.1% and the bonus gap is 33.3%.

The gender pay gap is compounded by the lower overall representation of female employees across the organisation (29%) and a higher representation of males (71%). However, it is encouraging to note that female representation at the upper quartiles has increased, representing a higher number of women in leadership positions.

At Chevron we cultivate a diverse and inclusive culture where employees can bring their full selves to work, which fuels high performance and drives the innovation that improves lives and powers the world forward.

Our commitment to Diversity and Inclusion (D&I) is a key Chevron Way value and is a foundation from which we introduce initiatives that can help to address the gender pay gap. This year's examples include:

- Promoting a feedback-rich culture, integrating lessons learned from our membership of Business in the Community
- Collaboration with Better Up to offer a 1:1 coaching program and altering perceptions of coaching from remedial action to a resource for lifelong development.
- The U.K.'s four employee networks, supported by our management sponsors: Women's Employee Network, Pride Employee Network, XYZ Employee Network, and Veterans Employee Network. These groups are vital components in employee experience and ensuring all employees have a place to be included and valued.
- Partnership across the employee networks on events covering women's mental health and avoid burnout

Chevron continues to invest in our workforce and culture, with the objective of engaging employees to develop their full potential to deliver energy solutions and enable human progress. We believe that for a business to thrive in the future, we will need to think, work and lead differently.

I confirm that the gender pay data contained in this report is accurate and has been produced in accordance with the guidance and reporting developed by the Advisory, Conciliation and Arbitration Service (ACAS).

Armaghan Haque, Director, CEL

## gender pay gap vs. equal pay

### the gender pay gap

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

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.

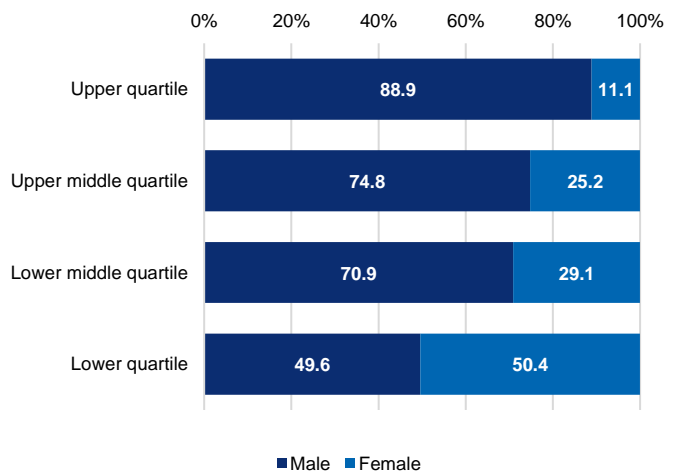
### equal pay

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

## chevron's UK gender pay gap results

april 2024 pay information*		
	Mean	Median
Hourly pay difference between male and female employees	29.1%	31.1%
Bonus pay difference between male and female employees	33.3%	30.6%
Percentage of male and females who were paid a bonus within the 12-month period	Male – 98.8% Female – 99.3%	

\* Percentage expressed as a percentage of the male figure



■ Male ■ Female