



Tullow Oil plc

# GENDER PAY GAP REPORT

MARCH 2022



# GENDER PAY GAP REPORT

## INTRODUCTION



The UK Government requires employers with a headcount of over 250 to comply with the Gender pay regulations. Although Tullow Group Service Limited (TGSL) has less than 250 employees, we continue to report on Gender Pay Reporting. Tullow has calculated for its UK permanent employees, the percentage difference in hourly pay for males and females for the month of April 2022 and the bonus paid over a 12-month period to April 2022. This shows a mean and median pay gap of 35% (2021:33%) and 37% (2021:36%) respectively. Women's mean and median bonus pay was lower than men by 39% and 46% respectively (2020: 37% and 43%)

While we show a broad improvement trend over the last five years, we acknowledge there is more work to be done to further reduce the gap.

Tullow's permanent UK workforce is 33% female with 17% of senior management positions filled by women. This gender imbalance is the principal reason for Tullow's gender pay gap. It is important to note that, this is a different concept from equal pay, which is about men and women doing the same job for the same pay (please see page 4). Tullow is committed

to increasing and developing female talent across the organisation and in leadership positions, despite being challenged with fewer females in the oil and gas industry as a whole.

At Tullow, a meaningful commitment to Inclusion and Diversity means addressing all dimensions of diversity and we do so both through our organisational practices and through continuous education and awareness initiatives. In 2022 we continued to hold several education and awareness events that were well attended by Tullow colleagues. The key themes included: race and equity, unconscious bias, psychological safety, and the meaning of belonging.

We monitor our Employee Value Proposition (EVP) for relevance and continue to ask our employees what's working well and to identify opportunities for improvement. The enhanced 'Smart working' which gives employees flexibility with their working hours has been very positively received and is well embedded.

### **Julia Ross**

Director, People and Sustainability

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## TULLOW GENDER PAY GAP DATA

### Tullow Oil - UK Payroll (April 2022)

#### PAY GAPS

	Women's hourly rate	
	2021	2022
Lower (Mean)	33%	<b>35%</b>
Lower (Median)	36%	<b>37%</b>

#### PAY QUANTILES

	Men		Women	
	2021	2022	2021	2022
Top	90%	<b>89%</b>	10%	<b>11%</b>
Upper Middle	70%	<b>73%</b>	30%	<b>27%</b>
Lower Middle	61%	<b>57%</b>	39%	<b>43%</b>
Lower	49%	<b>49%</b>	51%	<b>51%</b>

### Gender Pay Gap

The gender pay gap is a measure of the difference in the average pay and bonuses of men compared with women across an organisation. As per the regulations, this calculation is based on UK employees.

We are confident that we have equal pay for equal work. However, we recognise that, we do still have a significant gender pay gap when we compare the overall average pay for women and men.

This gap exists due to the unequal distribution of men and women and in particular because of the higher proportion of men in senior technical and managerial roles. Tullow recognises a gender imbalance exists and is taking action to address this and improve performance. We acknowledge that it will take time until a balance is found, and Tullow is committed to addressing the imbalance.

Tullow's culture and ambitions are in the right place to deliver progress through our programmes and achieve wider diversity across the company.

### Key Expressions

#### Mean and Median:

The gender pay gap shows the difference between the mean (average) and the median (mid-point) pay and bonus earnings of male and female employees, expressed as a percentage of male employee's earnings.

#### Proportion of males and females in each pay quartile band:

The proportion of male and female employees in four quartile hourly rate pay bands ranked from lowest hourly rate to the highest hourly rate. Each quartile band has the same number of employees.

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## EQUAL PAY



### Equal Pay

Tulloy is committed to providing equal pay for equal work, not just because it is a legal requirement but because it is the right thing to do.

We continue to ensure fairness and transparency in pay. Annually Tulloy reviews all the employment levels in the organisation to ensure consistency of reward for roles at each level, comparing men and women's reward at each level.

We have good employee data management and decision-making tools which are used in formulating salary and bonus decisions. Such tools are important to ensure there is no unequal pay or unconscious bias and, when combined with job level frameworks and competency tools, provide a more robust approach to managing talent.



**Tullow Oil plc**

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