

TULLOW

April 2023 Data

Gender Pay Gap report

Tullow Oil plc

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 2023 and the bonus paid over a 12-month period to April 2023. This shows a mean and median pay gap of 31% (2022:35%) and 34% (2022:37%) respectively. Women's mean and median bonus pay was lower than men by 42% and 45% respectively (2021: 39% and 46%).

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

Tullow's permanent UK workforce is 29% female with 17% of senior management positions filled by women. Tullow's gender pay gap is, therefore, primarily impacted by the gender representation imbalance. 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 2023, over 90% of the company was trained in unconscious bias. Further to this, we celebrated World Day for Cultural Diversity and International Women's Day to recognise the importance of women in the corporate sector with a focus of continuing to increase women in senior positions.

We continue to focus on training and succession planning, ensuring our recruitment practices have diverse interviewer panels and our long and short lists are inclusive and diverse. Last year 30% of our newly hired talent across the Group were women.

We monitor our Employee Value Proposition (EVP) for relevance and continue to ask our employees what's working well and to identify opportunities for continuous 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 Oil - UK Payroll (April 2023)

PAY GAPS

	Women's hourly rate	
	2022	2023
Lower (Mean)	35%	31%
Lower (Median)	37%	34%

PAY QUANTILES

	Men		Women	
	2022	2023	2022	2023
Top	89%	86%	11%	14%
Upper Middle	73%	82%	27%	18%
Lower Middle	57%	65%	43%	35%
Lower	49%	50%	51%	50%

Gender Pay Gap

Gender Pay compares average pay (both mean average and median average) for men and women. Gender pay is, therefore, impacted by the number of men and women at different levels of seniority throughout the organisation. As per the regulations, this calculation is based on the UK employee headcount.

We are confident that we provide 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 existing gap.

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

Tullow 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 Tullow 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 pay inequality or unconscious bias and, when combined with job level frameworks and competency tools, provide a more robust approach to managing talent.



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