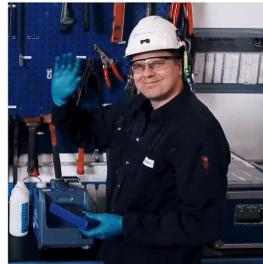




# UK Gender Pay Gap Report

2020



## About us

Working across the entire well life cycle, we are the well flow optimisation expert. Combining innovative disruptive technology with high quality data across well testing, subsea well access, well intervention and production solutions, delivering a service that's not just state of the art but highly accurate.

People are the most important. And every Expro person engineers our future. We are the drivers of our methodologies. We are confident. We can draw out the right answers which attract the right customers.

Expro will always put the right people forward to do the right work for the right customers in the right places, assuring our place in the industry.

Guided by our three core values:

**People** - are at the heart of our success. We recognise the value of our people and are committed to providing the working environment, encouragement and personal development to achieve our goals.

**Performance** - getting it right first time, every time. We are passionate about safely delivering excellent quality customer service. We embrace teamwork, individually and collectively assuming responsibility for delivering the highest standard of service.

**Partnerships** - we listen to our customers and build relationships to understand their needs. We innovatively apply, adapt or develop our technologies and services to provide timely and effective solutions.



## Introduction



Alistair Geddes  
Chief Operating Officer

With nearly **50 years** of market leadership, we employ over **3,900 people** across **50 countries** worldwide. Guided by our three core values, people are the most important. We embrace a truly diverse cultural environment to harness the potential of our employees.

Our UK business, Expro North Sea Limited (ENSL), has 16 operational bases and offices that deliver a breadth of products and services - both domestically and internationally.

We recognise the value a balanced workforce brings to our company's success and remain fully committed to improving this alongside the broader industry efforts.

In this report, we provide details on our UK entity, Expro North Sea Limited (ENSL), Gender Pay Gap in 2020.

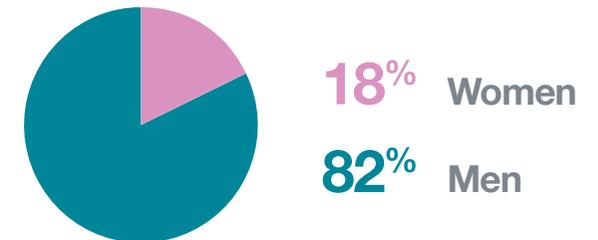
### Declaration

**I confirm the gender pay gap data contained in this report is accurate and has been produced in accordance with the regulations.**



## Expro North Sea Limited

**47** years  
**684** employees  
**16** locations



## What is the Gender Pay Gap?

The UK Government's Gender Pay Gap regulation states that all companies with more than 250 employees, must report their annual gender pay gap.

The gender pay gap is the difference between the average pay of all men and all women in an organisation, irrespective of their role or seniority. This includes the mean (average) difference and median (mid-point) difference between men and women's pay and bonus. A positive percentage indicates that men receive higher pay or bonus pay than women. A negative percentage indicates that men receive lower pay or bonus pay than women.

This is different to equal pay, which refers to the pay difference between men and women who carry out work of the equal value.

## Understanding our gap

In 2020 Expro North Sea Ltd's (ENS) mean salary difference between men and women was **29.0%** and the median salary difference was **32.1%**.

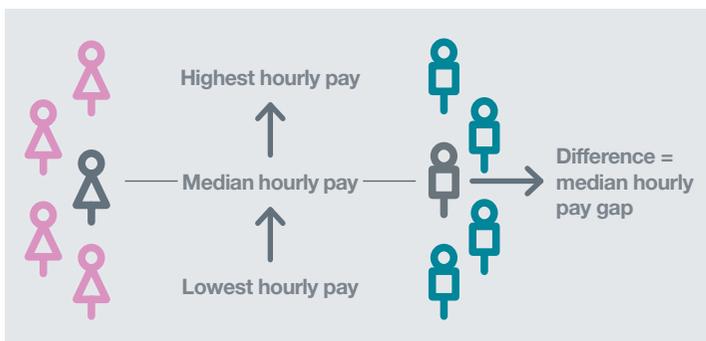
For this reporting year the revised requirements meant that we excluded data relating to employees on furlough. However, furloughed employees were included when calculating the bonus pay gap.

No report for the 2019/2020 reporting year was required in light of the uncertainty and additional pressures place on businesses by the coronavirus pandemic.

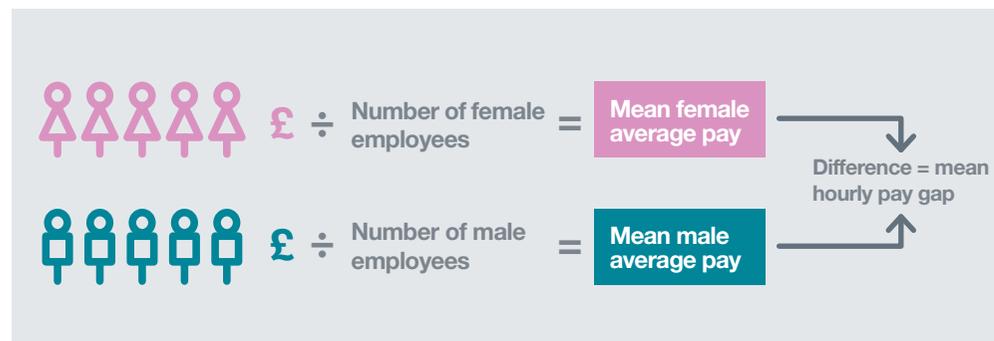
Looking at our gap in more detail, our findings show:

- Women continue to make up a significantly smaller proportion of our workforce than men. This is a broader industry issue.
- A greater number of men are in operational and leadership roles which attract higher levels of pay, bonuses and allowances.
- Women, on the other hand, are more predominant in functional support roles which are typically are lower paid than operational roles.

### How we calculate the median difference



### How we calculate the mean difference

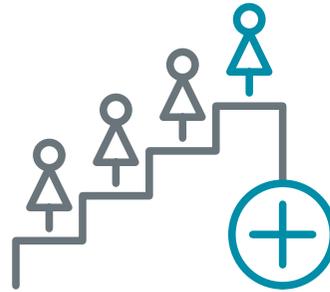


## What we have done in 2020

2020 has been a challenging year and with a reduced capacity to progress planned initiatives aimed at reducing the gender pay gap. Despite this we remain committed to bringing long term improvement to address our gender pay imbalance.

To address our gap, Expro recently joined the Axis Network, and continues to focus on three key areas.

The Axis Network, in conjunction with energy related organisations, is working to improve gender equality in the workplace.



Attracting more women into the industry at all levels



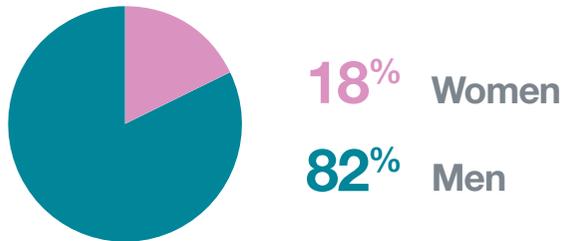
Providing flexible working in order to balance work and external commitments for men and women



Mitigating potential gender bias and monitoring gender trends to ensure fairness and equality in our workplace

## Statutory Declaration

### Employees snapshot



### Proportion of employees receiving a bonus

**19%** Women | **22%** Men

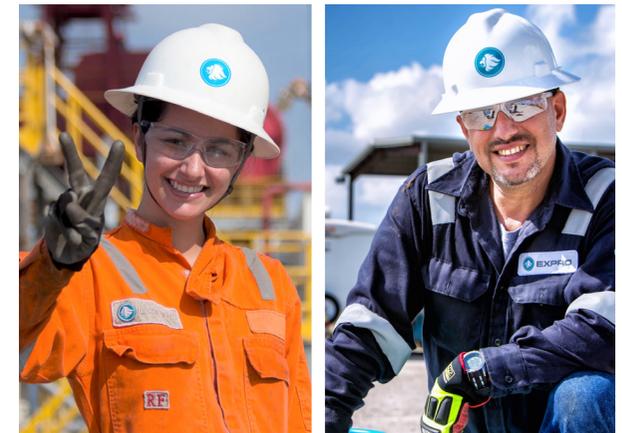
(Dates 6 April 2019 to 5 April 2020)

### Mean and median pay and bonus

	Mean	Median
Gender pay gap	+29%	+32.1%
Gender bonus gap	+50.9%	+27.0%

### Pay quartiles

	Women	Men
Lower	29%	71%
Lower mid	18%	82%
Upper mid	8%	92%
Upper	9%	91%





For more information on Expro's commitment to corporate social responsibility, please visit our website:

[www.exprogroup.com](http://www.exprogroup.com)

