

UK Gender Pay Gap Report

2021



About us

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.

Full-Cycle Energy Services Expert

Working for our clients across the entire well life cycle, Expro is a visionary full-cycle energy services expert offering novel, insightful solutions, dependable competency and award-winning safety.

Combining innovative, future-facing technology with high-quality data across well construction, well flow management and production, subsea well access, and well integrity and intervention, we have a reputation for extraordinary performance that keeps your operations running smoothly.

We're right-sized, right now to deliver world-class services. Being nimble means we're not locked into unyielding ways of working, we're more responsive to your changing needs and always ready to help.

We're mindful of our impact on the planet, as well as the health and well-being of our workforce.

Partner with us to help address the critical energy challenges of today and engineer the answers of tomorrow.



People

At the heart of our success. We recognize 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 value to all our stakeholders.

Planet

We are committed to reducing our own environmental impact. We will play a relevant role in the energy transition towards a lower carbon future. We are also determined to make a positive impact wherever we operate.

Partnerships

We listen to our customers and build relationships to understand their needs. We innovate with purpose to apply, adapt or develop our technologies and services to provide timely and effective solutions.

Our vision

Recognized for extraordinary performance, championing safety and long-standing partnerships, Expro is focused on unleashing the power of data and digital transformation as key drivers that enable our customers to make more timely and informed decisions.

Our license to work is founded upon a solid reputation for competency and dependability, an innovative and unified worldwide team whose skills are constantly evolving with the industry, deep insight into the needs and preferences of our customers and unrelenting commitment to customer service quality.

We are a visionary market influencer, capable of designing and deploying novel solutions that win the day by leveraging innovative, future-facing technology.

Our solutions continuously challenge established methods of conducting operations in fresh and bold ways.

With a well-equipped, well-motivated workforce, we're right-sized, right now to deliver a uniquely satisfying customer experience. We are flexible and responsive whilst providing a strong, balanced services portfolio to deliver world-class service and technology as a go-to partner in our selected markets. We win business because we are the best, not because we are the biggest.

Expro will always put the right people forward to do the right work for the right customers in the right places. But we have a duty to go far beyond this. We are a citizen of the world – addressing our own, and the industry's effects on the planet to ensure a positive, sustainable impact. We “walk the talk” by joining industry leaders in committing to a more sustainable and lower-carbon future, working to achieve net zero CO₂e emissions by 2050 and 50% reduction in carbon intensity by 2030. Honesty, transparency and accountability lie at the core of this citizenship.

This vision is what will make us visible, distinctive and highly relevant in the industry, creating value for our customers, employees and investors alike. It's an approach that will attract new customers and enhance existing business in the years ahead. And it will ensure we can attract, retain and nurture a talented and diverse workforce to turn our growth ambitions into reality.



Introduction



Alistair Geddes
Chief Operating
Officer

At Expro, one of our four core values is People. With operations in over 64 countries globally, we embrace a truly diverse cultural environment in order 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 recognize 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 2021.

Declaration

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



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 organization, 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.

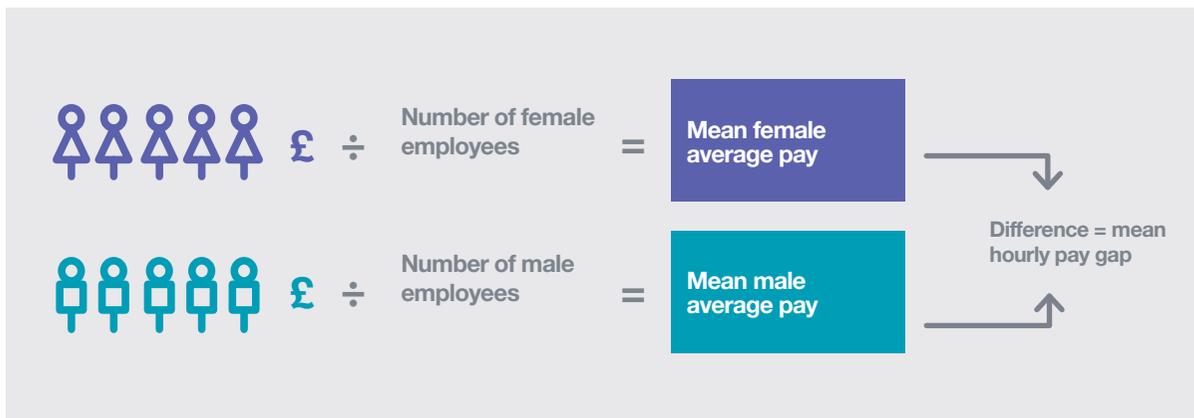
This is different to equal pay, which refers to the pay difference between men and women who carry out work of equal value.

Understanding our gap

How we calculate the median difference



How we calculate the mean difference



In 2021 Expro North Sea Ltd's (ENS) mean salary difference between men and women was 20.4% and the median salary difference was 20.8%. As with 2020 reporting, we again excluded the data relating to employees on furlough, in line with guidance from the Government Equalities Office. Furloughed employees continued to be included for the bonus gap calculations.

In comparison to 2020's report, our calculations demonstrate we are making progress in closing the gap. The mean salary difference between men and women is down 8.8% on 2020 (29%) and the median salary difference is down 11.3% on 2020 (32.1%).

Looking at our 2021 gap in more detail, our findings show:

- Males continue to make up a significant majority of the workplace, which remains a trend within the industry
- A greater number of men continue to occupy the operational and leadership roles which naturally attract higher levels of compensation
- Our functional support roles, which are typically lower paid than operational roles, are predominantly occupied by women. We have however seen an increase in female employees from 18% to 20%.

What we have done in 2021

In 2021, the effect of the COVID-19 pandemic and the instability in oil prices continued to have an impact upon our business. Whilst we have implemented some initiatives aimed at further narrowing the gender pay gap, we are committed to delivering long term improvement.

Expro's on-going involvement with the Axis Network, demonstrates our dedication to equal pay and equal opportunities for both women and men.

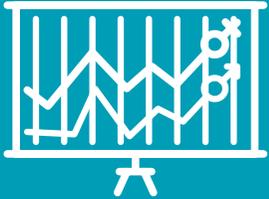
In order to address our gap, Expro continues to focus on the following key areas:



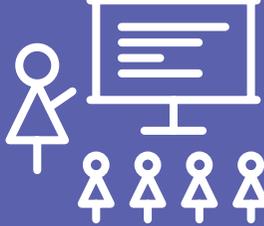
Attracting more women into the industry at all levels. In conjunction with this, we continue to work in partnership with STEM.



Embracing flexible working to give consideration to employee's work/life balance and personal circumstances.



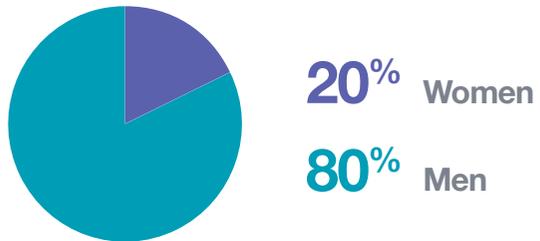
Reviewing our policies and practices to ensure we promote diversity and inclusion across our workforce, where no one is disadvantaged due to their sex, and continually educate our employees on these matters. In 2021, we enhanced our maternity pay provisions to support new parents.



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

Statutory Declaration

Employees snapshot



Mean and median pay and bonus

	Mean	Median
Gender pay gap	+20.4%	+20.8%
Gender bonus gap	+60%	+84.9%



Pay quartiles

	Women	Men
Lower	24%	76%
Lower mid	25%	75%
Upper mid	15%	85%
Upper	12%	88%

Proportion of employees receiving a bonus

3% Women | **33.5%** Men

(Dates 6 April 2020 to 5 April 2021)





For more information
on Expro, please visit:

[expro.com](https://www.expro.com)

