

# UK Gender Pay Gap Report

2022



## 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



**Carole Paley,**  
Senior UK and Western  
Europe Area Manager

**At Expro, 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.**

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 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 2022.

### **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.**

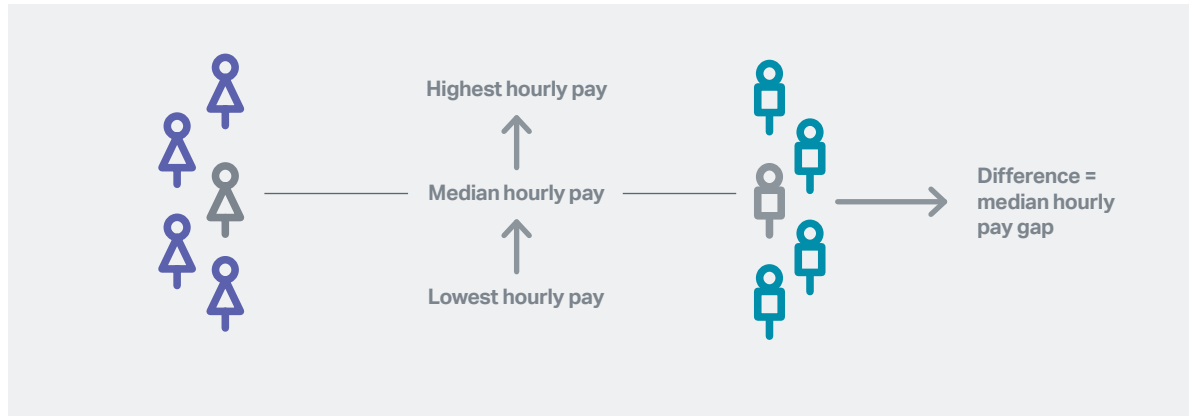
The gender pay gap is the difference between the average pay of all men and all women in an organisation, irrespective of their role or seniority. This includes the mean (average) difference and median (mid-point) difference between men and women's pay and bonus. A positive percentage indicates that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

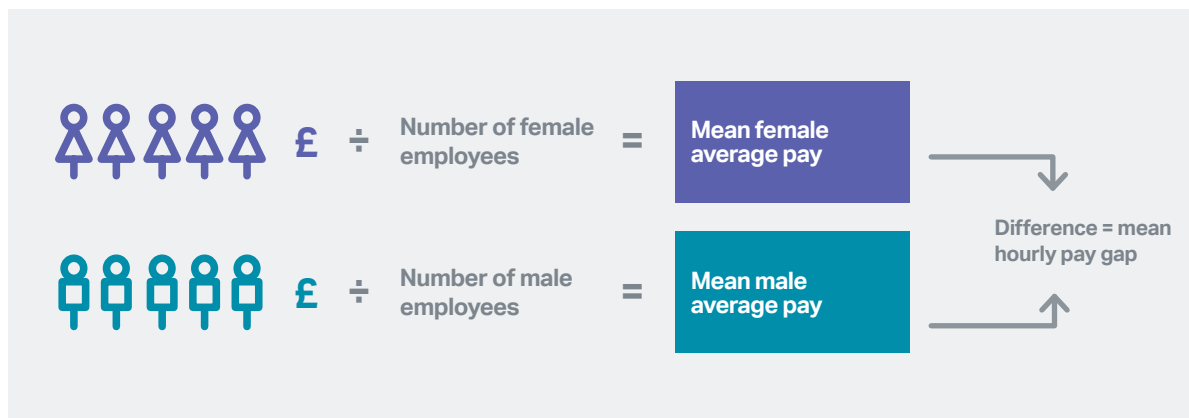


## Understanding our gap

### How we calculate the median difference



### How we calculate the mean difference



**In 2022 Expro North Sea Ltd's (ENS) mean salary difference between men and women was 30.94% and the median salary difference was 35.83%.**

This demonstrates that on average for every pound earned by a man, women receive £0.64 based on the mean and £0.69 using the median. With large offshore, workshop and engineering teams which are heavily made up of men, our aim is to attract more women into these disciplines. Like other companies in the industry, we are not attracting a sufficient number of women to these specific roles, despite our ongoing efforts. We recognise that an industry wide change is required to attract more women to science, technology, engineering and mathematics (STEM) subjects from a young age. To play our part we are committed to increasing our partnership with local schools and colleges to attract more women through promoting our industry at careers fairs, offering work experiences as well as Foundation and Modern Apprenticeships.

Looking at our 2022 gap in more detail, our findings show:

- Males continue to make a significant majority of the workplace, which remains a trend within the industry.
- A greater number of men continue to occupy the operational, engineering and leadership roles which naturally attract higher levels of compensation.
- We have seen the market cost of key specialist technical skills increase in 2021, as these roles are largely populated by men, this has further impacted the gap.
- Women continue to occupy our functional support roles, such as administration, which are highly valued but are lower paid.
- Whilst our upper quartile still constitutes of a greater male proportion in 2022, we have seen an increase in the number of women who receive a bonus.
- 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 2022

This year we launched our Employee Survey initiative which focused on behaviours and values, one of which is People. We have committed to this being an on-going initiative and have already successfully launched, evaluated and identified key themes to take forward.

Through our new Environmental Social and Governance (ESG) policies we strive to be a safe, diverse and inclusive people focused company that positively impacts local communities and society. We do this by attracting, retaining and developing a talented and diverse workforce.

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

# 1.

**Promoting women fairly and equally throughout their careers by utilising our Employee Development Plans.**

# 2.

**Increasing our participation in STEM related activities through our continued partnerships with local education authorities and attending school events.**

# 3.

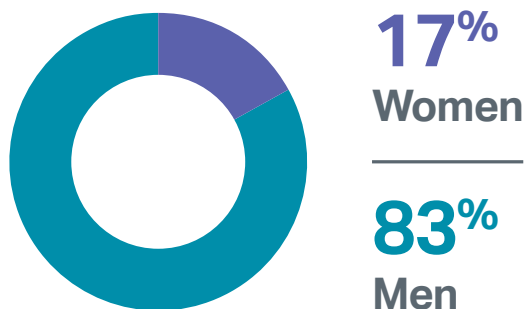
**Continuing to mitigate any potential gender bias and monitoring gender trends to ensure fairness and equality in our workplace.**

# 4.

**Evolving our Well Connect site to incorporate new female centred topics and initiatives whilst promoting work-life balance.**

## Statutory Declaration

### Employees snapshot



### Mean and median pay and bonus

	Mean	Median
Gender pay gap	<b>+30.94%</b>	<b>+35.83%</b>
Gender bonus gap	<b>+37.64%</b>	<b>+51.58%</b>



### Pay quartiles

	Women	Men
Lower	<b>28.14%</b>	<b>71.86%</b>
Lower mid	<b>22.29%</b>	<b>77.71%</b>
Upper mid	<b>9.64%</b>	<b>90.36%</b>
Upper	<b>5.99%</b>	<b>94.01%</b>

### Proportion of employees receiving a bonus

**5.65%**  
Women

**54.32%**  
Men

(dates 6 April 2021 to 5 April 2022)





For more information  
on Expro, please visit:

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

