

# UK Gender Pay Gap Report 2017



## About us

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## Our mission and vision

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### Expro's mission is Well Flow Management™.

We provide services and products that measure, improve, control and process flow from high-value oil and gas wells, from exploration and appraisal through to mature field production optimisation and enhancement.

Our vision is to be the market leader in well flow management, using the industry's best people, to deliver the highest standards of safety, quality and personalised customer service.

## Our values

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Our core values describe the essence of Expro. They are the enduring principles that reflect our company on a daily basis:

- **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

With operations in over 50 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), now has 16 operational bases and offices that deliver a breadth of products and services - both domestically and internationally. We recognise the value a balanced work force brings to our company's success and remain fully committed to improving this alongside the broader industry efforts.

In accordance with UK government regulation and as an employer of more than 250 staff, we have published our annual gender pay gap for the period 5 April, 2017.



As the report shows, we do have a gender pay gap however we are confident it is not a pay issue. It reflects a broader industry issue where women are generally under-represented in technical and senior roles. In this report, we provide further details on the cause of our gap, including what our company has, and is, doing to address this.



**Alistair Geddes**

Executive Vice President, Expro

### Declaration

I confirm the information and data reported is accurate as of the snapshot date 5 April 2017.

**FOUNDED  
1973**

**Operational bases and offices - 16**

**Employees – 816\***


**81% men**

**19% women**

\* Expro North Sea Limited

## What is the Gender Pay Gap?

The UK Government's new 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, as outlined in the graphic far right. 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. In this report, we provide details on our UK entity, Expro North Sea Limited (ENSL). ENSL not only has country operational bases and offices, it also hosts a number of our UK based group support functions that service our international and domestic operations - such as marketing, supply chain, human resources and learning and development.

### Mean gender pay gap

- Difference between the mean hourly rate of the male full-pay relevant employees and that of female full-pay relevant employees.

### Median gender pay gap

- Difference between the median hourly rate of male full-pay relevant employees and that of female full-pay relevant employees.

### Mean bonus pay gap

- Difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.

### Median bonus pay gap

- Difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.

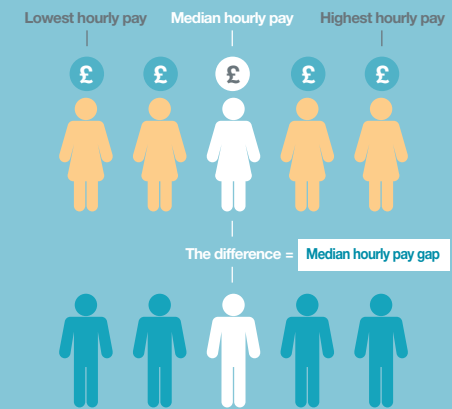
### Bonus pay proportion

- Proportion of male and female relevant employees who were paid bonus pay during the relevant period.

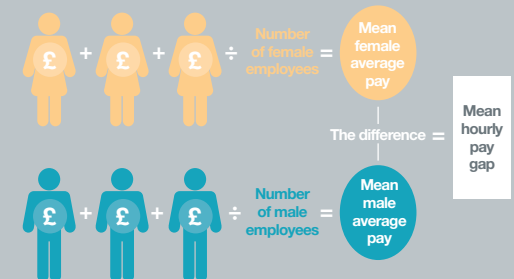
### Quartiles

- Four evenly sized quartiles based on ranking of a full-pay individual from highest to lowest by hourly rate of pay.

### How we calculate the median difference



### How we calculate the mean difference



## What is our pay gap?



As the figures show, we do have a gender pay gap but we are confident it is not a pay issue.

At ENSL, we take steps to ensure we pay employees fairly and equitably. We have a global job grading system which underpins how we reward our employees. In determining remuneration, we consider a number of factors; from external market job rates, experience, internal peer comparison and economic climate. In addition to these, during salary reviews, we also consider individual and company performance.

We have identified two key reasons for our gap:

- 1 Fewer women in offshore roles which attract additional allowances
- 2 Fewer women in senior management and leadership roles

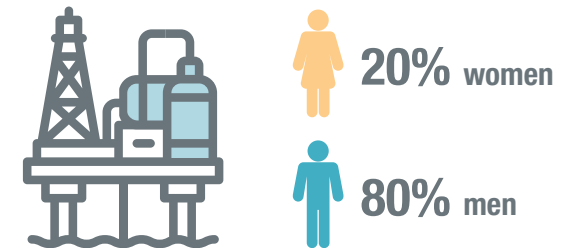
## Understanding our pay gap

In the oil and gas industry, technical roles often command a premium due to the scarcity of skills, highly competitive markets and allowances for working offshore. A strong technical background is also often considered necessary to progress to higher paid senior management positions.

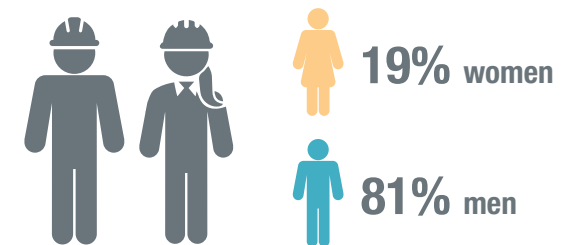
The industry has a large under-representation of women, particularly those in technical roles. For example in the UK, industry studies show that women represent only 3% of the offshore workforce<sup>1</sup>. This is driven by a number of factors, including the perception that work in the industry is physically demanding, remote or isolated, with inflexible working hours<sup>2</sup>. We believe in appointing the best person for the role, regardless of their gender, however we also find it difficult to attract women into these careers. ENSL's demographics closely follow the industry average, with 1% of operational roles and a further 5% of engineering roles occupied by women.

Furthermore, there are proportionately low numbers of women studying science, technology, engineering and maths (STEM) subjects at school and university. Recent figures<sup>3</sup> state that only 24% of STEM subject graduates were women and 23% of people working in Core STEM occupations in the UK were women.

### Oil and Gas Industry

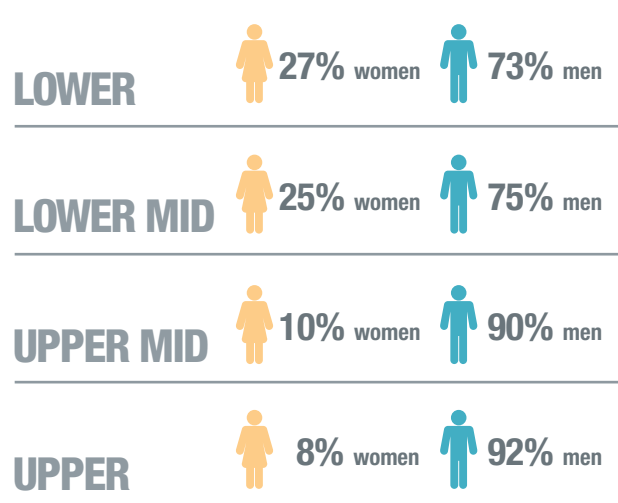


### ENSL



Source: Boston Consulting Group, Untapped Reserves: Promoting Gender Balance in Oil and Gas, July 2017

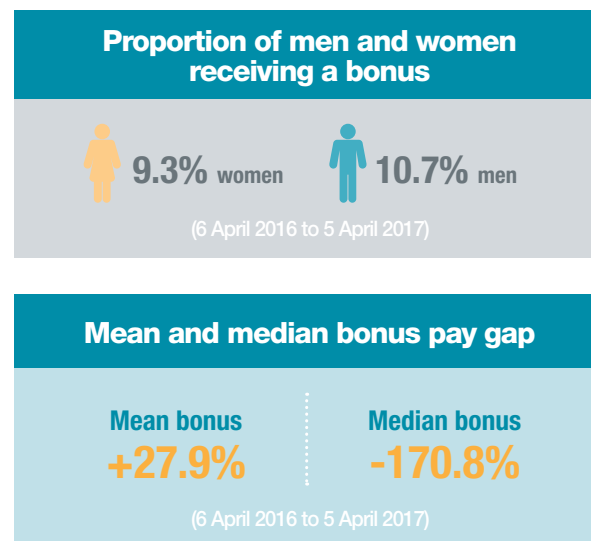
## Pay quartiles



Given that 81% of our employees are men, it is also the case that men outnumber women in all four pay quartiles.

As we have less women in our pipeline, less women progress to senior positions, which exacerbates the problem.

## Bonus



We are confident our bonus practices are fair. The criteria for inclusion in our management incentive bonus plans are objective. Payment is primarily measured against set company key performance indicators. As we have more men than women in management roles, more men than women received a bonus payment.

We also provide a company-wide recognition bonus scheme, known as ExproExcel, which is available to all employees. Like any discretionary award, ExproExcels could be open to gender bias, however our analysis does not demonstrate this to be the case. In the reporting period, the company provided more ExproExcels to women than men, reflecting a balance of opportunity.

### Sources:

<sup>1</sup> Oil and Gas UK, Offshore Workforce Demographics Report 2017, [www.oilandgasuk.co.uk](http://www.oilandgasuk.co.uk)

<sup>2</sup> Boston Consulting Group and World Petroleum Council, Untapped Reserves: Promoting Gender Balance in Oil and Gas, July 2017, [www.bcg.com](http://www.bcg.com)

<sup>3</sup> WISE Campaign, Women in the Workforce 2017, <https://www.wisecampaign.org.uk/resources/2017/10/women-in-stem-workforce-2017>

WISE Campaign, From classroom to boardroom 2016, <https://www.wisecampaign.org.uk/resources/2016/11/from-classroom-to-boardroom-the-stem-pipeline>

## Reducing our gap

In order to address our gap, Expro is focused on three key areas:



Attracting more women in to the industry at all levels



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



Reinforcing gender parity and monitoring gender trends to ensure fairness and equality in our workplace

## What we already do

We welcome flexible working requests across our UK organisation to enable our employees to reach their full potential, while balancing the demands of their role with commitments outside of work. These include but are not limited to:

- **'Flex' days (one day off per month)**
- **Flexible start/end times**
- **Part time working**
- **Job sharing**
- **Annual leave purchase scheme**

## What we will do

**1** We are focused on supporting industry initiatives that attract more women in to the sector, including:

- Women in science, technology, engineering and maths (STEM) programmes - which provide the necessary qualifications for a technical career
- Young professional initiatives - that educate and inform women on careers within oil and gas, extended to both technical and non-technical roles

**2** The company will monitor gender trends (as well as other diversity and inclusion factors) in the following areas:

- **Recruitment**
- **Promotion, progression, performance ratings**
- **Leavers**
- **Distribution of ExproExcels**

This will help us to identify potential barriers and take action where necessary

**3** Finally, we will train our managers in areas such as unconscious bias, diversity and inclusion to raise awareness and encourage parity across our business.





For more information on Expro,  
please visit our website:

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