

# UK Gender Pay Gap Report 2018



## 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

At Expro, one of our three core values is People. 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), 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 2018.



**Alistair Geddes**

Chief Operating Officer, Expro

### Declaration

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

**FOUNDED  
1973**

Operational bases and offices - 16

Employees – 762\*



**81% men**



**19% women**

\* Expro North Sea Limited

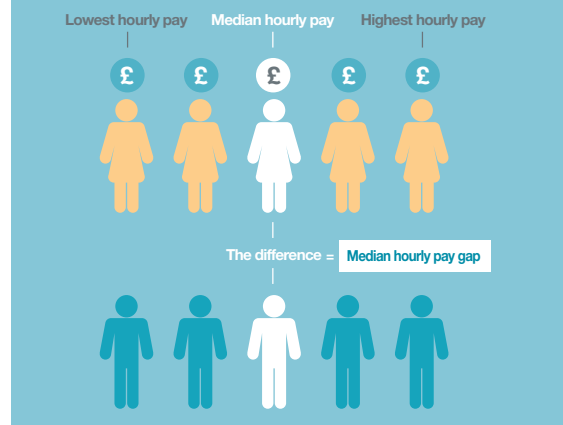
## What is the Gender Pay Gap

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

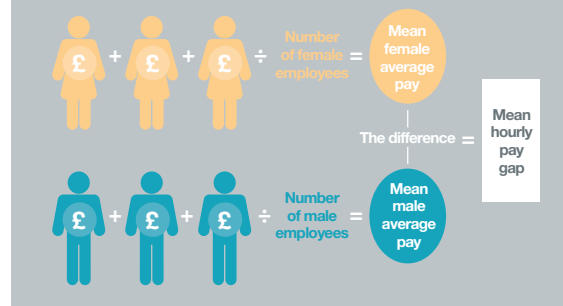
The gender pay gap is the difference between the average pay of all men and all women in an organisation, irrespective of their role or seniority. This includes the mean (average) difference and median (mid-point) difference between men and women's pay and bonus. A positive percentage indicates that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

### How we calculate the median difference



### How we calculate the mean difference



## Understanding our gap

In 2018, ENSL's mean salary difference between men and women was 26.3% and the median salary difference was 30.3%.

We have a small increase in our mean gap and a slight fall in our median gap from 2017. We have put steps in place to address the imbalance, but we recognise that there are no quick fixes and closing our gap will take time. Operational demand, variable pay for our offshore workforce, and changes in our business, such as, international moves and restructuring, all affect our figures. As a result, although we remain committed to reducing our gap, we anticipate our annual figures will not always show a linear improvement.

Our gap is caused by the same issues we reported last year; a broader industry issue whereby there are low numbers of women within the oil and gas industry - particularly those in technical and senior roles, which attract higher levels of pay, bonuses and allowances.

Expro also recognises that we operate in a wider social context which leads to gendered occupational outcomes and a scarcity of diverse talent. In the oil and gas industry, a greater proportion of men than women study for, and pursue, careers in energy and engineering.

Overcoming these challenges will require change and focus, not only from Expro, but from government and businesses, and a change in public perception around the roles of men and women.

## Reducing our gap

We remain committed to bringing long term improvement to address the imbalance. In order to address our gap, Expro continues to focus on three key areas:



Attracting more women into the industry at all levels



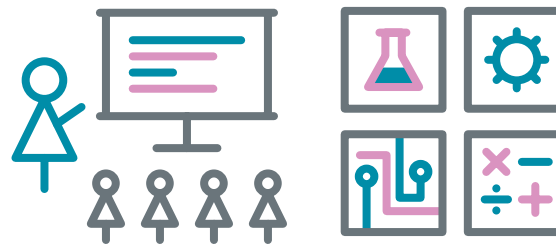
Providing flexible working in order to balance work and external commitments for men and women



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

## What we have done since 2017

- **Unconscious bias training for leadership roles**
- **Participated in STEM initiatives to attract more women into the industry**



## What we already do

We welcome flexible working requests across our UK organisation to enable our employees to reach their full potential, whilst 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**

## Statutory Declaration

### Mean and median pay and bonus

	Mean	Median
Gender pay gap	<b>+26.3%</b>	<b>+30.3%</b>
Gender bonus gap	<b>+44.8%</b>	<b>-15.5%</b>

### Proportion of employees receiving a bonus



### Pay quartiles

LOWER	28% women	72% men
LOWER MID	25% women	75% men
UPPER MID	10% women	90% men
UPPER	9% women	91% men







For more information on Expro,  
please visit our website:

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