

chevron energy limited 2022 UK gender pay report



This is the sixth annual Gender Pay report from Chevron Energy Limited where we report on the hourly and bonus pay gap between our male and female employees.

The reference point for data used in this report is 5 April 2022. Supplying affordable, reliable, ever-cleaner energy the world needs has never been more important and Chevron continues to make organisational changes to equip our company to deliver in a dynamic business environment. Restructuring of organisations within our U.K. workforce, together with the creation of new global teams has reduced our U.K. population by 6%. Our employee population comprises 73% male and 27% female and whilst this represents an increase in the proportion of female employees on earlier years, the average hourly pay gap has increased by 3.7% over the last twelve months.

Our pay gap is compounded by the need to pay certain allowances such as expatriate premiums given to the U.K. employees working overseas. As in previous years, a significant percentage of our population are expatriates, and most of these roles are technical with a higher representation of men.

Our constant focus on policies and practices which drive Diversity and Inclusion will help address societal influences and biases in recruitment and promotion and the introduction of targeted programmes to support the development of female leaders and senior executives of the future is intended to improve female representation across our organisation.

The introduction of a hybrid working model has provided additional flexibility for our entire workforce. As the U.K. emerged from the pandemic, our employee networks have recommenced their programmes of events, some of which we describe in this report.

I confirm that the gender pay gap data contained in this report is accurate and has been produced in accordance with the guidance and reporting developed by the Advisory, Conciliation and Arbitration Service (ACAS).

Armaghan Haque, Director, Chevron Energy Limited

gender pay gap vs. equal pay

The gender pay gap is defined as the difference between the average pay of all men and the average pay of all women in an organisation, regardless of role or seniority.

the gender pay gap

The difference in the average pay of all men and women in the organisation regardless of seniority role



Having a greater number of men in senior positions or in technical roles with a higher level of pay will mean a greater average pay for men than for women

equal pay

Men and women being paid equally for the same or equivalent work



chevron's UK gender pay gap results

	mean	median
Hourly pay gap	31.2%	38.4%
Bonus pay gap	42.2%	43.3%

proportion of men and women receiving a bonus

male	female
97.3%	97.8%

% of UK population

quartile	male	female
Upper	90.5%	9.5%
Upper middle	84.1%	15.9%
Lower middle	68.8%	31.2%
Lower	48.4%	51.6%

what are we doing about gender pay gap?

At Chevron, there are many ways in which we invest in our people to develop and empower a highly competent workforce that delivers superior results in the right way.

Examples:

- Through our membership in Business In The Community we engage with their programmes to create a more gender equal future at work.
- Our Global Women's Leadership Development Programme is one example of how we can grow the talent pipeline of high-potential women across the enterprise. You can read some notes from an employee who attended this course in this report.

Our company philosophy prohibits discrimination, including on the basis of gender. Additionally, we have established robust compensation systems and processes designed to minimise risk of bias.

what are the numbers this year?

Chevron's average hourly pay gap between female and male employees in the UK is 31.2% which is an increase from last year's results. Limited recruitment opportunities and a reduction in our UK population have contributed to this increase.

The distribution by quartile indicates some improvement in male to female representation.

managing talent and investing in people



Chevron's Global Women's Leadership Development Programme provides strategic development planning for high-potential women in their careers.

Aislinn Crozier, Senior Trading Manager, Gas Supply & Trading, London attended the programme and shares:

"The programme helped my awareness of times when gender specific behaviours may become obstacles preventing women demonstrating their ability and ambition. Attending the programme helped me to develop skills to overcome those obstacles and place myself on an equal footing when approaching career openings.

Women can be great at communicating in a transactional sense to get the job done but aren't always so good at networking and advocating on their own behalf. Having the opportunity to meet senior leaders and others responsible for career development in our company afforded me and the other women on the programme the chance to tell our story in an authentic environment.

By attending the course my eyes were opened to the huge range of opportunities in our organisation and I now have ongoing support and coaching from a global network of like-minded women from all parts of the business."

employee experience



women's employee network

Chevron's employee networks reflect the importance placed on diversity and inclusion. These are critical elements in the development of a talented, high-performing workforce needed for business success.

We recognise that increased innovation and better decision making comes from teams with a wide array of experiences and viewpoints. A reputation for inclusiveness can help attract and retain talent, create a greater employee experience and lead to stronger collaboration across our company.

The programme organised by the Women's Employee Network in the U.K. in the past year, has featured inspiring speakers and new initiatives to drive innovation and increase leadership skills.

Themes of female leadership, allyship and career development were amongst topics featured in 2021:

- Joining with our XYZ and PRIDE networks, a joint event for our employees, heard from Beth Wolney who shared her insights on female leadership skills from her time as a U.S. Marine Corps officer.
- A Chevron sponsored meeting of the London networking group based at Canary Wharf: "Women on the Wharf" received an address from diversity and inclusion leaders in Chevron's global organisation, Josetta Jones and Kristan Crapps. They explored what it means to be an ally.
- "Break the Bias" was the global theme of this year's International Women's Day. Women and men of Chevron joined in discussions about being honest with themselves about personal biases. Whether deliberate or unconscious, bias can make it difficult for colleagues to progress. Knowing that bias exists isn't enough, action is needed to ensure a diverse workforce and an inclusive and level playing field.
- And during this past year, a feature entitled "Women of Chevron" spotlight was launched on our internal platform. This series profiles a wealth of skills and diverse experiences to motivate and inspire all employees.