

Gender Pay Gap Report 2023

Petrofac Facilities Management Limited

Petrofac 



Introduction

People are our greatest asset, and here at Petrofac, we are committed to ensuring all employees, regardless of their individual characteristics, are paid fairly for the work they undertake. Our culture of continuous improvement ensures we build on past achievements and pioneer new initiatives to improve our gender balance.

Our seventh gender pay gap report continues to demonstrate positive momentum against our long-term objectives, but we still have work to do. Building on the fantastic initiatives our team has put in place, our focus on improvement and analysis must continue in support of the sustainable shift we are striving to achieve. I'd like to thank our team for their support - together, I'm confident we can drive positive change for the long-term.

Declaration

I confirm that the gender pay gap calculations set out in this report are accurate and meet the requirements of the legislation.

Nick Shorten

Chief Operating Officer

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This report sets out the results of our gender pay gap analysis, calculated in line with UK disclosure regulations. This relates to Petrofac Facilities Management Limited (PFML), which predominantly covers our North Sea operations, maintenance, engineering and consultancy businesses.

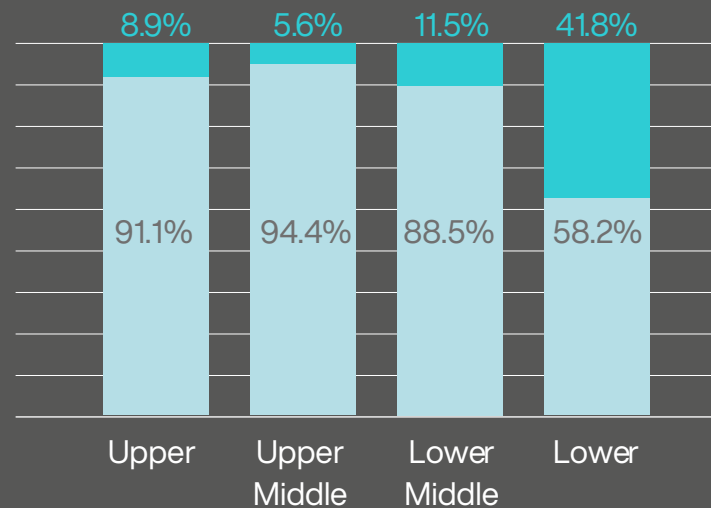
We have included the findings of additional analysis to better understand the underlying causes of our gender pay gap, as well as the initiatives we have implemented and the future steps we plan to take in response.

Our results

This chart illustrates the distribution of genders across four equally sized pay quartiles.

Proportion of men and women in each pay quartile

The composition of our UK workforce improved between 2022 (85% men; 15% women) and 2023 (83% men; 17% women). This is impacted by the scale and structure of our offshore workforce, which accounts for 52% of our workforce – an industry which is traditionally male dominated.



Analysing our gender pay gap

Our mean gender pay gap has increased very slightly since our 2022 report; however, over the last three years this has decreased by 8%.

The mean bonus gap has decreased from 41.1% in 2022, to 26.6% in 2023.

Reported numbers reflect the demographics of our workforce. Our North Sea operations remain an overwhelmingly male population (women account for only 1.4% of the offshore workforce, compared to 17% throughout the UK workforce), and there are fewer women at senior levels (where pay and bonuses are higher).

We continue to strive to increase, retain and develop women in our business in order to combat these factors. For the company globally, our female headcount has increased from 10% in 2019 to 16.7% of total employees in 2023. Globally, we have also already surpassed our target of 30% of women in senior roles by 2025, currently sitting at 30.5%.

The disparity between genders is reflective of the wider industry; however, we believe the actions and strategic direction we are taking will continue to drive a steady and sustained narrowing of our gender pay gap over the coming years.



Year-on-year comparison

The 2022/23 pay gap results, along with our historical outcomes, are shown in this table:

		2022	2023
Hourly Rate of Pay	Mean	26.7%	27.7%
	Median	33.6%	37.4%
Bonus Pay	Mean	41.1%	26.6%
	Median	21.9%	22.3%

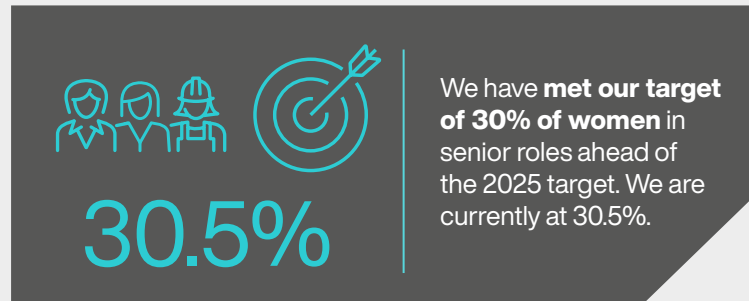
By their nature, bonus awards are highly variable year-on-year and can fluctuate with the success of the business. This makes the bonus gap more volatile and difficult to influence consistently from one year to the next. Furthermore, many of our employees are on-site where bonuses are client-driven.

Despite this, we continue to aim to narrow the bonus gap where possible.

Closing the gap – a global perspective

Our board and Executive Committee continue to support our focus on diversity and inclusion; building on past achievements, introducing new initiatives, and achieving recognition for our progress.

We remain confident that the actions we are taking will continue to bring steady and sustained change to achieve our long-term objectives in narrowing our gender pay gap over coming years.



We are committed to building a diverse workforce, embedding an inclusive culture which represents the communities in which we operate. Our diversity unlocks fresh perspective and ideas. We believe combining insights from a range of backgrounds and experiences is a powerful tool in unlocking innovation and driving success both on an individual level and as an organisation.

Our diversity and inclusion (D&I) strategy is focussed on gender equality – developing and nurturing our employees. One way that this is achieved is through our Employee Network Groups. Events attract high numbers and engagement by members and allies,

We have established four Employee Network Groups (ENGs): Pride, SHINE, EngAGE, and Aspire. SHINE (our women’s ENG) now has over 500 members, and supports networking and problem-solving, whilst also providing informal mentorship.



particularly the networking sessions and talks from D&I specialists to fulfil our mission of empowerment through education.

Addressing our gender pay gap imbalance is key. We actively monitor pay levels across the organisation at every level to ensure any unjustified or structural differences in pay between men and women are addressed.



Attracting, developing and retaining female talent



Supporting high potential women with their career progression is delivered through our **mentoring programme**.



Female headcount is currently 16.7% of our population. This has increased globally from 10% in 2019.



Building diversity from within, actively reviewing our succession plans and talent management, ensures that our high potential females are on the right trajectory. In addition to this, we have appointed several highly qualified women to senior level positions.



Our **menopause working group** goes from strength to strength. The working group shares experiences, knowledge, and generally supports each other on all menopause related matters. We launched our menopause eLearning video for all employees. We have also provided training in the UK for Menopause Mental Health First Aiders.



We continue to **analyse our data** and any out of cycle amendments and promotions to ensure equality is sustained.



Guy Opperman MP spent time with our team in Aberdeen learning about our approaches to recruitment and retention.



Our network of allies support those working through perimenopause, menopause or post-menopause.

Attracting, developing and retaining female talent



A review of **family-friendly policies** ensures competitiveness and relevance in the market.



Our **maternity champion programme** helps women when they are on maternity leave providing a focal point in the business they can meet for support. Quarterly business updates provide them with key updates from across all business area while they are on maternity leave.



We have launched the **Developing Female Talent Programme** with 23 female employees participating. This programme helps employees navigate their careers and gives them the tools to progress.



Our **employee led networking group SHINE** (Supportive, Harmonious, and Inspirational Network for Excellence) continues to grow with 500 members. Key sessions held by the group include: mindset and resilience; elevator pitch; building personal reliance; and being an active bystander.



Our continued support of **the OEUK D&I Forum** and being part of **the AXIS network pledge** help with best practice sharing across the energy sector.



We achieved a **50:50 gender split** in the graduate 2023 intake, with seven females and seven males across Aberdeen and Woking.



We proactively support our colleagues through external recognition programmes:



Holly Robertson, Senior BI Analyst in Group IT, was recognised as a 'Rising Star of the Year' runner up at the Women in Tech Excellence Awards. The awards celebrate top-performing women from across the technology space and provide inspiration for younger women looking to build a career in the discipline. Holly joined Petrofac as a graduate in 2019 and continues to progress.



Similarly, HSE graduate Tabitha (Tabby) Hill was nominated by the HSE team for a 'Rising Star Award' at the Institute of Occupational Safety and Health (IOSH) Awards. Still advancing through our graduate programme, Tabby was highly commended.