

Gender Pay Gap Report 2022

Petrofac Facilities Management Limited

Petrofac 



Introduction

Petrofac is committed to ensuring that employees, regardless of their gender, are paid fairly for the work they undertake. We continue to work hard to improve our gender balance through a range of both established and innovative initiatives, focused on long-term improvements.

Our sixth gender pay gap report shows some positive improvements in our results, with our lowest ever gender pay gap. We recognise our commitment is underpinned by long-term plans and must represent sustainable and consistent improvements.

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 predominately covers our North Sea Operations, Maintenance Engineering and Consultancy business.

The report also sets out the findings of additional analysis we have undertaken to better understand the underlying causes of our pay gap, as well as the initiatives we have implemented and the future steps we plan to take in response.

Declaration

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

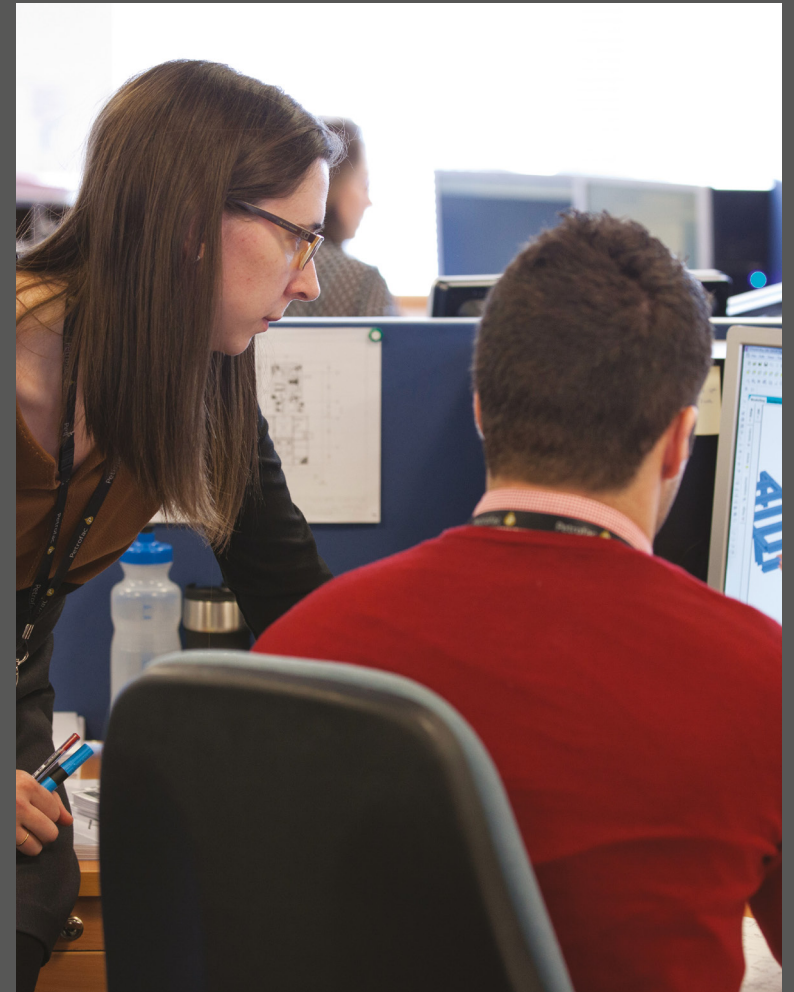
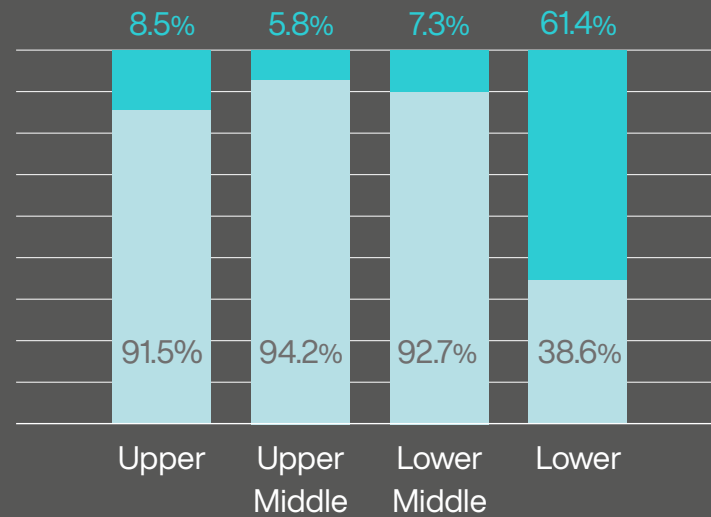
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Our results

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

Proportion of men and women in each pay quartile



Analysing our gender pay gap

We continue to strive to increase, retain and develop women in our business, not just in senior roles. Whilst this journey is part of our continuous improvement plan, we are already seeing positive results, with our lowest gender pay gap since we started reporting six years ago.

Bonuses awarded in the year to April 5 2022 have drastically decreased the median bonus gap from 67.4% in 2021 to 21.9% in 2022.

The mean bonus gap, however has increased to 41.1%, versus a 36.2% gap last year.

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.

The numbers of men and women in our business is reflective of the wider industry, which is traditionally male dominated. At the time of producing this report, 85% of our employees in the UK were men and 15% women (2021: 87% men and 13% women). This composition is further impacted by the scale and structure of our offshore workforce, which comprises only 1.4% women.

We remain confident 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.

Improvements year on year

	Mean	Median
2021	32.2%	37.4%
2022	26.7%	33.6%

Our mean pay difference between men and women significantly improved, reducing from 32.2% in 2021 to 26.7% in 2022. These numbers are calculated by taking average hourly earnings and comparing the difference between men and women.

Our median pay difference also improved from 37.4% in 2021 to 33.6% in 2022. The median is the figure that is the exact midway point between the lowest paid and the highest paid women employees and men employees.

The improvement in our gender pay gap is even more apparent when compared to 2017, when the mean gap was 35.5% and the median gap was 41.4%.



Closing the gap – a global perspective

At a global level, our Board and Group Executive Committee continue to sponsor a Group-wide organisational engagement plan. This is also being embedded within the UK, with PFML seeing positive incremental and sustainable improvements across our business.



We are targeting 30% of women in senior roles for the Group by 2025. In 2022, 25.8% of the employees who are on, or report into, our Group Executive Committee, were women.

Fostering a culture of diversity and inclusion (D&I) throughout the organisation is underpinned by our D&I strategy. This includes addressing gender equality, as well as developing and nurturing our workforce to excel by making the most of their unique backgrounds and experiences. We have a calendar of activities to increase awareness and engagement. The aim is to empower employees through education and embed equality within our culture. We continue to celebrate International Women in Engineering Day and International Women's Day. During our Diversity & Inclusion Month in 2022, we organised a variety of webinars, face-to-face networking sessions and access to resources so all employees at Petrofac could get involved. We also implemented health and wellbeing activities for women, and colleagues who support them.



Attracting, developing and retaining female talent



All managers and recruiters have undertaken unconscious bias training to ensure the way we attract and retain talent fosters a greater gender balance. Hiring Principles have also been communicated to all managers that outline our key targets and strategy for attracting a more diverse workforce.



All vacancies are advertised using gender neutral language. Flexible working options are provided such as part-time, job share etc. External recruitment agencies are also instructed to align with our D&I efforts.



We mandate that all interview panels for externally hired middle and senior management positions include at least one female candidate. This has resulted in more than 20% of external hires being women (up from just 6% three years ago). In 2023, our target is 25%.



20%

20% of external hires are women (up from 6% three years ago)



Operating a hybrid model of three days in the office and two days at home has been successful in helping to support working families. It provides everyone with the flexibility and balance.



A global Menopause Policy and Guidelines for managers has been introduced. We are also certified as a menopause-friendly employer. One of our 2023 aims is to roll out e-learning menopause training for all line managers to help them understand how they can help support employees that are either pre-menopausal, going through menopause, or post-menopause. We have also set up a Menopause Employee Network Group, which is subscribed to by both males and females across a range of age groups.



We have launched a network of maternity champions to help women who are on maternity leave to keep in touch and be confident about a return to the workplace. This network of support is extended to include managers, with the introduction of a guide to give managers advice around team members taking maternity leave and their subsequent return to the workplace.



Our employee-led SHINE (Supportive, Harmonious & Inspirational Network for Excellence) group continues to grow. The employee network group supports women and allies, fostering discussions encouraging women to achieve their full potential, whilst providing networking opportunities across the global community. SHINE provides an environment where women can share experiences and discuss sensitive issues, as well as receive support from other women and male allies. In late 2022 we were recognised by the ECITB for our employee networking group activities.



Attracting, developing and retaining female talent



In 2022, we hired a total of 16 graduates in the UK, 50% of which are women.



There is a huge desire and focus to improve the diversity balance in our North Sea division, which like many of our clients and peers, is traditionally male dominated. Through our participation in the Axis Network Pledge, we are committed to supporting a shift change in this dynamic. Petrofac is also a member of the OEUK (Offshore Energies UK) Diversity & Inclusion Ally Network. This is a best practice sharing forum for companies within the offshore energy sector.



As part of our commitment to support STEM initiatives, we have built relationships with schools close to our UK operations in Aberdeen and Woking, one of which we have supported for 25 years. We help encourage more young women to consider STEM education and inspire a career in areas across a range of disciplines that support the energy sector through initiatives including STEM networking events and attendance at careers fairs. In addition to this, our team in Woking runs

work experience weeks where aspiring students rotate around engineering disciplines. We also support the STEM returners programme, which offers placements to women returning from a career break. The placements allow people to be reintegrated into an inclusive environment upon their return to work. Our placements are across our engineering disciplines, with roles in Aberdeen and Woking.

