

Schlumberger UK Gender Pay Gap Report 2020



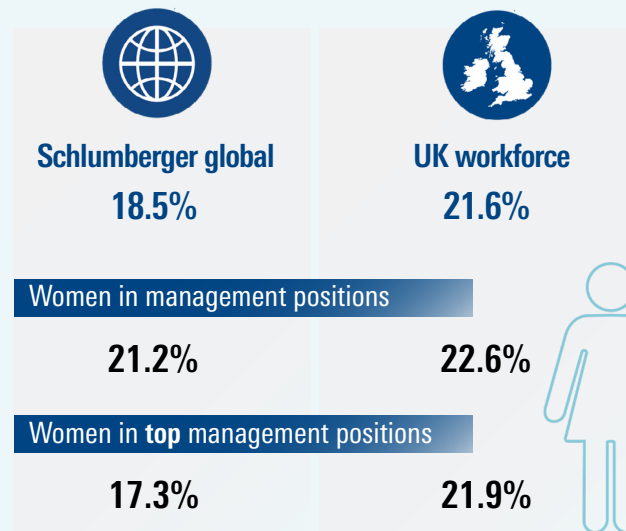
Schlumberger

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Gender Diversity

Globally, as of December 31, 2020, women comprised



Gender Pay Gap versus Equal Pay

The gender pay gap measures the difference in average hourly earnings between women and men in an organization, regardless of their roles. It gives an indication of the positions women hold in the company.

It is not the same as equal pay, which is the legal requirement to pay men and women the same salary for performing comparable jobs.

Schlumberger takes equal pay very seriously and employs dedicated compensation teams to ensure that salaries for all employees are fair and consistent.

2020 was a challenging year during which the global pandemic changed our industry, and I was proud to witness the resilient response of our UK employees.

Our 2020 gender pay gap figures were impacted by programmes put in place to manage COVID-19 and, for that reason, we are presenting two sets of data in this report. One set is calculated in line with legislation, while the other includes employees who were taking part in a voluntary unpaid leave programme. We feel that the latter figures are more comparable with previous years, and we're pleased to see a reduction in both pay and bonus gaps compared to 2019.

Our current milestone is to have 30% female representation at all levels* of the organisation by 2030, and we're committed to achieving this in the UK. We have made, and are continuing to make, progress but there is more to be done. Recruiting more women is simply not enough to address the gender imbalance we face, and we strive to create a more inclusive environment by supporting our female employees to position them for senior roles in the company.

As we begin to transition from remote to office working we are taking the opportunity to expand our flexible working practices through our new hybrid flexible working model, which will have a beneficial effect on all employees. We believe this will create a more inclusive environment by opening up more opportunities for women, and other diverse profiles, to further develop within the organisation.



Mikki Corcoran
Managing Director Europe & UK
March 2021

*of salaried employees

As of 5 April, 2020

- The mean gender pay gap for all consolidated Schlumberger entities in the UK was **15.8%**, and the median was **18.0%**.
- The mean gender bonus gap was **37.5%** with a median of **39.5%**.
- The table on page 8 shows the gender pay gap data for the three legal entities which employed more than 250 employees as of 5 April 2020

above figures include employees on unpaid leave

Mean versus Median

Mean is the “average”, derived from the sum of the numbers divided by the quantity of numbers.

Median is the “middle” number in the sequence of numbers, listed from lowest to highest.

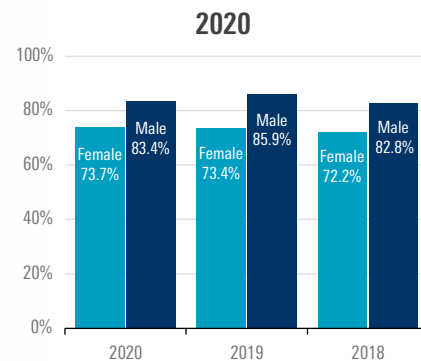
Total 2020 UK headcount included in the calculations: 3,969

Overall Schlumberger UK results.

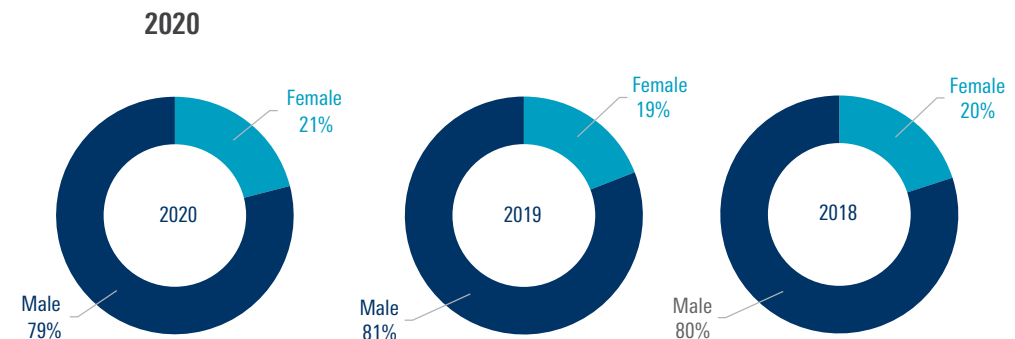
The combined numbers of the eight legal entities of Schlumberger UK provide a consolidated view of the gender pay gap.

	2020 (including those on unpaid leave)		2020 (only full-pay employees)		2019		2018	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Gender Pay Gap	15.8%	18.0%	20.1%	19.6%	16.6%	18.2%	18.4%	16.6%
Gender Bonus Gap	37.5%	39.5%	37.5%	39.5%	40.3%	43.3%	39.1%	54.5%
Proportion of employees in pay quartiles								
	Female	Male	Female	Male	Female	Male	Female	Male
Quartile D (highest)	13.5%	86.5%	9.2%	90.8%	13.0%	87.0%	12.5%	87.5%
Quartile C	16.9%	83.1%	14.5%	85.5%	16.3%	83.7%	17.5%	82.5%
Quartile B	21.4%	78.6%	18.7%	81.3%	19.6%	80.4%	18.1%	81.9%
Quartile A (lowest)	30.6%	69.4%	25.8%	74.2%	27.4%	72.6%	28.3%	71.7%

Proportion of employees who received a bonus



Composition of female vs male



Two sets of pay gap and quartile figures have been calculated this year and are shown on the previous page. **The snapshot date of April 2020** fell during the early days of the UK's COVID-19 pandemic response, and our gender pay gap data has been skewed by the impact of a temporary voluntary unpaid leave programme.

The pay gap and quartile figures in italics in the table on page 3 are based on full-pay relevant employees in line with Government legislation, which dictates that any employee who received less than full pay during April must be excluded from the pay calculations. This encompasses employees who were on sick leave, maternity or paternity leave and also those who took part in our voluntary unpaid leave programme.

However, 48% of our UK workforce took at least one day of voluntary unpaid leave during April so these figures do not accurately reflect the actual gender pay gap within the population. A higher proportion of female employees took unpaid leave (57% compared to 46% of male employees).

We concluded that, although the figures in italics are the official figures that have been recorded on the Government's reporting site, they are not representative of the actual UK population, nor are they consistent with data from previous years as they exclude over 1800 employees.

Hence, the pay gap and quartile calculations were redone to include employees in the unpaid leave programme, and these figures are shown in normal text.

Bonus calculations are not affected by unpaid leave and hence just one set of figures has been prepared.



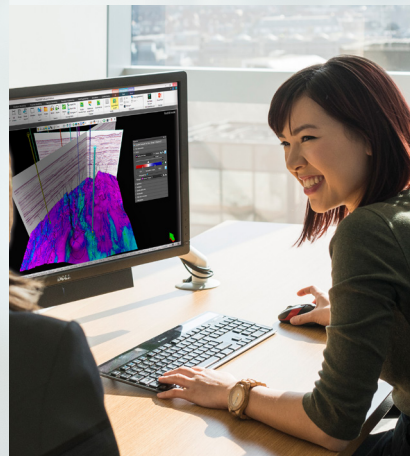
As stated in previous years, the energy industry has traditionally been male dominated. Schlumberger is committed to improving the work environment and to attracting and retaining women in all roles.

This year's pay quartile analysis once again shows a much higher representation of men than women across the UK business, particularly in senior positions. The UK hosts a number of headquarter groups where men hold many of the most senior roles, attracting commensurate levels of pay and bonus.

Our field-based population is primarily male, and in 2020 only 5.8% of those roles were held by women in the UK, including field service roles in Cameron. This increases to 9% when legacy Schlumberger positions alone are considered. These positions can attract high levels of variable pay, included in both the pay and bonus calculations, which greatly affects the figures.

Schlumberger traditionally has a strong culture of global mobility, with constant movement of employees in and out of the UK. This means a lack of consistency in the population from year to year which can affect the pay and bonus gaps, as can mergers and acquisitions activity and consolidation of UK legal entities.

Our current milestone is to have 30% women at all levels* in the organisation by 2030 and we acknowledge that there is still work to be done.



*of salaried employees

● ● ● ● Page 2 of 4

Recruitment plans in 2020 were impacted by the global COVID-19 pandemic and the subsequent uncertain outlook within the Energy industry. As a result, a smaller number of graduate engineering and petrotechnical roles were available than in previous years.

However, we surpassed our gender balance goal for women to fill 45% of these roles, and we continue to offer a Women in Engineering scholarship at Heriot Watt University.

To help retain and develop existing female talent the following are in place:



During 2020, in addition to the challenge of COVID-19, we completed a major reorganization of our business. We focused on our gender diversity by monitoring and addressing instances of bias in the selection process for all leadership roles.

Flexible working has become normalised during 2020 and we expect it to become an important cultural principle for our non-field populations. Our BlueFLEX programme will continue to incorporate flexibility in our daily working lives by allowing teams to choose a work schedule combining a hybrid of office and home working, while maintaining collaboration both within and across teams.

Schlumberger is a founder member of the Permits Foundation—an independent, not-for-profit organisation campaigning globally to improve work permit regulations for partners of mobile employees. Our UK HR Manager sits on the Board of Directors. International mobility is extremely important for the career development of our employees, particularly to provide women with the experience needed to prepare them for top levels in the company.

Because mobility is so important, we have a continuous focus on dual careers. We have guidelines on how to manage situations where both members of the couple work for Schlumberger, and where one works for another company. This helps ensure career continuity and development for both members of the couple.

During 2020 we achieved more than 95% compliance for our Respect in the Workplace training.

We have also updated our Diversity and Inclusion training for HR, which has been rolled out globally. The HR community are important influencers at the local level, helping to create an inclusive culture to stimulate the conversation about diversity and inclusion and encouraging everyone to contribute within their teams or through an employee resource group.

Our employee resource group, Connect Women,

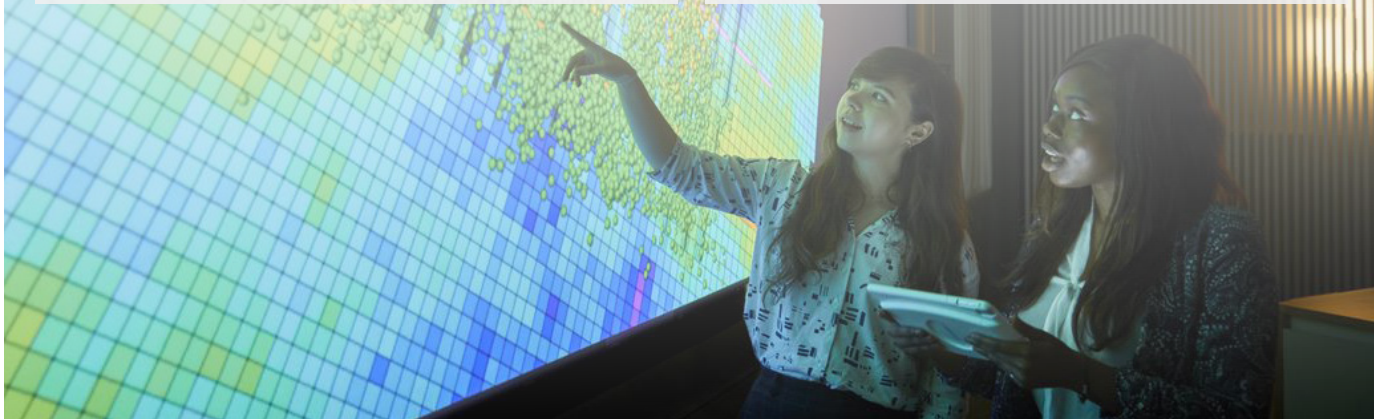
has a mission to empower women to achieve their full potential, break stereotypes, and promote gender equality. In 2020 the partner group Men For Change has been helping to drive this mission by working to engage and empower men to become advocates and allies of gender diversity and inclusion.

Every employee is assessed

on their inclusive behaviours during their annual performance appraisal, and all managers receive an annual refresher on conducting these important discussions. We analyse performance appraisals every year across the organization to identify any potential gender bias in the evaluation of our employees.

As a technology company,

innovation and problem solving are vital to our success. Every individual has the potential to carry a part of the solution. Fostering an inclusive culture means that we offer all employees a work environment in which their contribution is respected and valued--irrespective of who they are, their personal background, and experiences.



	Schlumberger Oilfield UK PLC				Cameron Flow Control Technology (UK) Ltd				OneSubsea UK Ltd			
	including those on unpaid leave		only full-pay employees		including those on unpaid leave		only full-pay employees		including those on unpaid leave		only full-pay employees	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Gender Pay Gap	9.6%	14.4%	12.7%	21.1%	33.9%	42.2%	28.4%	45.6%	39.3%	30.8%	42.2%	39.8%
Gender Bonus Gap	27.3%	37.2%	27.3%	37.2%	59.5%	67.4%	59.5%	67.4%	58.0%	40.5%	58.0%	40.5%
Proportion of employees in pay quartiles	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Quartile D (highest)	17.4%	82.6%	14.4%	85.6%	3.9%	96.1%	2.2%	97.8%	1.6%	98.4%	1.1%	98.9%
Quartile C	18.6%	81.4%	14.1%	85.9%	1.3%	98.7%	2.2%	97.8%	6.9%	93.1%	3.2%	96.8%
Quartile B	23.8%	76.2%	20.3%	79.7%	18.4%	81.6%	17.8%	82.2%	11.1%	88.9%	6.5%	93.5%
Quartile A (lowest)	29.8%	70.2%	26.1%	73.9%	32.9%	67.1%	20.5%	79.5%	32.8%	67.2%	17.2%	82.8%
Proportion of employees who received a bonus	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
	84.8%	89.5%	84.8%	89.5%	19.6%	77.4%	19.6%	77.4%	24.3%	68.3%	24.3%	68.3%
Total headcount (M+F)	2460				311				778			
Proportion female	23%				15%				13%			

2020 Schlumberger UK Gender Pay Gap Report

Accuracy of the data

We confirm that the data in this statement is accurate and that calculations have been done in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and the ACAS Managing Gender Pay Reporting Guidance.

The photographs used in this report were taken before the COVID-19 pandemic.

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