

# Schlumberger UK Gender Pay Gap Report 2021



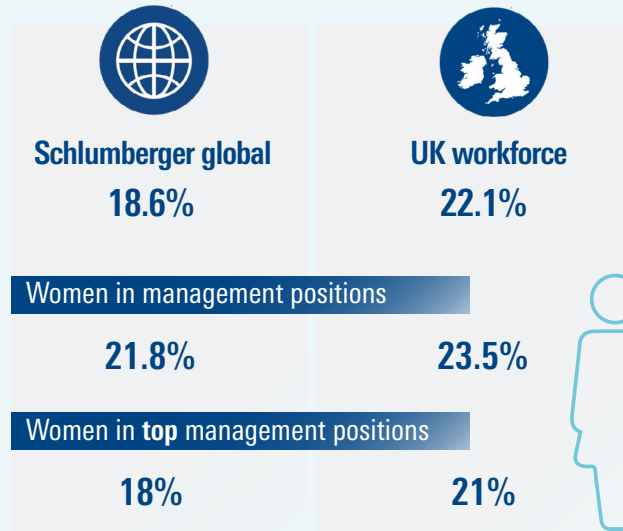
**Schlumberger**

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### Gender Diversity

Globally, as of December 31, 2021, 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.

**The 12 months prior to April 2021** continued to show a challenge as the COVID-19 pandemic exerted a sustained impact on both our business and our employees’ well-being.

I am pleased that our gender pay gap numbers for the United Kingdom as a whole are showing a marked improvement in both the mean and median pay and bonus gaps for this year. This is in part attributable to the company-wide reorganization at the end of 2020, when the proportion of women in roles at management level was increased. **In the UK, it’s gratifying to see that our overall gender balance has continued to improve.**

To better support our employees and their well-being and to improve business efficiency, we review our working practices regularly. Last year, this resulted in introducing new ways of working that include flexible working models. We also developed a new career entry point for remote operations engineers to offer challenging technical roles without the need to travel to the rig site. Early indications show that these changes will have a positive impact on the attractiveness of our careers for, and retention of, women and other diverse profiles.

Our people remain our number one priority, and in the year prior to April 2021 we focused on supporting and improving well-being through an enhanced series of programmes to aid retention.

As we widen our lens to include not only gender balance but also other areas of workplace diversity, we are making strides to improve our working environment for all our employees and to enable a culture of inclusion. The events hosted by the UK diversity and inclusion workgroup have been useful in building awareness around key areas in this regard and give traction to efforts started before the pandemic.



**Robert Fox**  
UK Managing Director  
Schlumberger

March 2022

**As of 5 April 2021**

- The mean gender pay gap for all consolidated Schlumberger entities in the UK was **9.5%** and the median was **14.1%**.
- The mean gender bonus gap was **24.5%** with a median of **32.5%**.
- [The “Gender Pay Gap Figures by UK Legal Entity” 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 2021.

**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 2021 UK headcount included in the calculations: 3,334**

†2020 figures exclude employees who took part in a voluntary unpaid leave programme. Refer to the ‘Schlumberger UK Gender Pay Gap Report 2020’ for further details.

**Overall Schlumberger UK results**

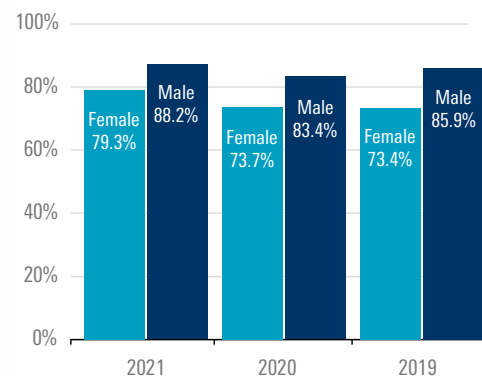
The combined numbers of the eight legal entities of Schlumberger UK provide a consolidated view of the gender pay gap.

	2021		2020†		2019	
	Mean	Median	Mean	Median	Mean	Median
Gender pay gap	9.5%	14.1%	20.1%	19.6%	16.6%	18.2%
Gender bonus gap	24.5%	32.5%	37.5%	39.5%	40.3%	43.3%

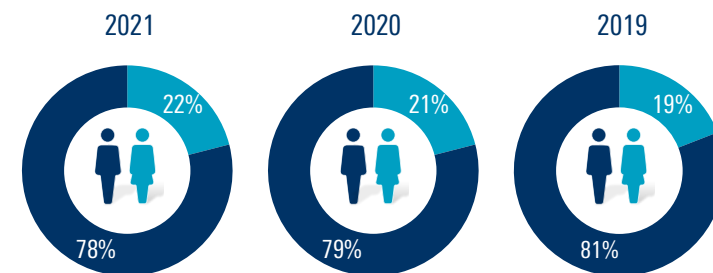
Proportion of employees in pay quartiles

	Female	Male	Female	Male	Female	Male
Quartile D (highest)	17.3%	82.7%	9.2%	90.8%	13.0%	87.0%
Quartile C	16.0%	84.0%	14.5%	85.5%	16.3%	83.7%
Quartile B	21.5%	78.5%	18.7%	81.3%	19.6%	80.4%
Quartile A (lowest)	30.4%	69.6%	25.8%	74.2%	27.4%	72.6%

Proportion of employees who received a bonus



Composition of female versus male



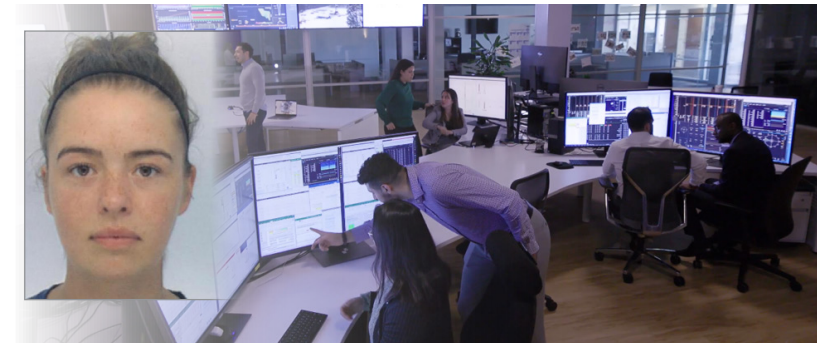


## Schlumberger is continuing to make progress in gender balance.

However, the energy industry remains male dominated and we acknowledge there is more progress to be made. The UK hosts a number of headquarters groups in which men hold many of the most senior roles, attracting commensurate levels of pay and bonus.

The majority of our field-based population is men. Field-related positions have a high proportion of variable pay included in both the pay and bonus calculations, which has a significant impact on the figures.

Our culture of promotion from within contributes to the international mobility in our employees. This leads to frequent movement in and outside of the UK. This dynamic aspect to the population from year to year has an impact on the pay and bonus gaps that we report.



*“After nearly three years working as a field engineer offshore and on land around Europe, when I was offered the chance to be a Remote Operations Engineer, I wondered if moving away from the rig site might be detrimental to my advancement. I needn’t have worried. After a little over a year, I’ve maximised my knowledge and experience of our high-tier tools with exposure across many more operations than I would have had in a traditional role. My previous knowledge of the rig environment helps me to find creative solutions to the challenges that arise for my own projects and for the team too. Having access to the rest of the team when you need additional knowledge and know-how outside your own experience or sharing your experience with them builds a great team dynamic and really helps you develop enhanced problem-solving skills.”*

**Karen**  
Remote Operations Engineer  
Schlumberger



**In 2021 as part of our gender pay gap reporting,** we openly shared the results with employees during a webcast prior to publishing the results externally.

This type of conversation is supported through other events that promote dialogue and transparency and they are facilitated by the Connect Women network, an employee-led resource group, and its subsection Men for Change. Both groups advocate gender balance and promoting gender partnership across the company.

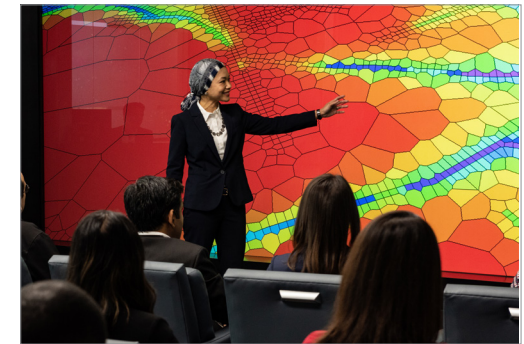
Globally, Schlumberger is on track to achieve 25% women in its salaried workforce by 2025 and has set an updated milestone to achieve 30% gender balance by 2030. Because career journeys begin with hiring, we need a strong pipeline of female talent coming into the organisation to help drive progress. In 2021, the impact of the global COVID-19 pandemic continued to affect our recruiting plans. As a result, the number of roles available was less than in previous, pre-pandemic years.

Overall, our gender balance for all hires was about 38%, with graduates hired for engineering and petrotechnical roles reaching 58% gender balance. In 2021, we ran our annual Women and Technology event for students, and we continue to offer scholarships for women at both Heriot-Watt and Bath Universities.

However, recruiting numbers tell only part of the story. Schlumberger aims to be an employer of choice for the new generation of women in the workplace and to have a positive impact in the countries in which we live and work by providing equal opportunities for challenging and fulfilling careers for women.

We support this aim through both global and local initiatives to improve our broader culture of inclusion, for example, through Pride month to improve awareness and support for our employees in the LGBT+ community and their allies, and also through supporting our employees living with disabilities or long-term health conditions or those providing care for those who are.

***“Schlumberger is on track to achieve 25% women in its salaried workforce by 2025 and has set an updated milestone to achieve 30% gender balance by 2030.”***





We also concentrate on initiatives to support gender balance specifically. This year, we are building on the existing opportunities for our managers and employees to drive a more inclusive culture and to develop an awareness of their own exclusionary work practices. Gender partnership is a focus for 2022 and we're helping our managers to develop both the skills and the confidence to be more effective partners and to encourage true gender partnership—in their teams and the wider workplace—from a place of personal conviction and understanding. In parallel, through in-person workshops and self-study, we are developing a team of in-house trainers to facilitate and socialise empathy and advocacy at all levels of the company.

In the UK, we regularly support celebrations and gender initiatives to maintain momentum and to further our gender balance objectives over the long term. For example, in 2021, we ran a 'Step into my shoes' interactive session to highlight and share the career histories and experiences of some of our exceptional women. We also annually celebrate International Women's Day and other STEM-related dates to support women in technical career paths.

BlueFLEX is Schlumberger's flexible work programme, providing employees the opportunity to work more flexibly through alternative working models.

The programme was introduced in 2021 as our teams began to return to the workplace and will continue to be reviewed and to evolve to meet the needs of our employees and our business moving forward.

We have introduced a new career path for graduate engineers to accelerate their development and competency in our operations around the world. Based in our Remote Operations Centers, engineers are immersed in a dynamic and innovative work environment. Through exposure to other technical experts, they have access to our latest digital technologies and become leaders in automation in the energy industry without needing to spend significant time in the field. This career path appeals to employees who are excited by the technical challenges we offer and who prefer to work in an office environment.

This year, as a member of the Permits Foundation—an independent, not-for-profit organisation campaigning globally to improve work permit regulations for partners of mobile employees—we have solicited feedback regarding the appetite of our dual-career employees' partners for international mobility following the previous few years of restrictions. This action will help us to better understand the challenges and aspirations of our dual-career employees and support the advocacy work of the Foundation, towards easier access to work for partners.



*“We work hard to cultivate an atmosphere that fosters inclusion and belonging for all our employees. This goes beyond the simple process of hiring a diverse workforce. We provide our managers and employees with opportunities to build awareness and to develop their leadership and inclusion skills to advance gender partnership across the company. In the UK, our diversity and inclusion workgroup takes a strategic approach to building an increasingly inclusive culture to advance both gender balance and wider aspects of diversity.”*

**Christelle**  
HR Manager UK  
Schlumberger



### Additional programmes for 2022

As pandemic-related restrictions across the UK are lifted, we are seeing a return to the office after long periods of working from home. During this time, opportunities to exchange viewpoints and share diverse perspectives with colleagues, whether on a formal or casual basis, have not happened as often or in as much depth as they would have previously. Now, more than ever, the impact of our actions towards each other matters. As a result, we have updated and re-released Respect and Professionalism in the Workplace training for all employees. This is a required course with certification.

The training supports employees to manage the return to more standard working practices and promotes inclusion as core to the heart of our culture.

We continue to enhance our employee support offerings in 2022, with many initiatives focused on improving well-being and retention. We are also running a series of webinars concerning these topics, including managing stress and building resilience, understanding menopause, women’s health, and mental health and stress management in the workplace.



### United Nations Sustainable Development Goals

Delivering on our sustainability ambitions represents a substantial opportunity for the company in the coming decade, to play a role in helping close UN Sustainable Development Goals (SDGs) gaps, including SDG 5 (Gender Equality) and SDG 11 (Reduced Inequality), as well as SDG 3 (Health and Well-Being) and SDG 4 (Education), in cooperation with societies and communities where we operate.

### EMPOWERING LOCAL TEAMS



	Schlumberger Oilfield UK Limited		Cameron Flow Control Technology (UK) Limited		OneSubsea (UK) Limited	
	Mean	Median	Mean	Median	Mean	Median
Gender pay gap	4.8%	10.5%	32.7%	36.8%	35.9%	24.1%
Gender bonus gap	19.9%	29.1%	69.5%	75.2%	65.8%	54.0%
Proportion of employees in pay quartiles	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>
Quartile D (highest)	21.0%	79.0%	1.5%	98.5%	3.1%	96.9%
Quartile C	17.2%	82.8%	7.4%	92.6%	9.4%	90.6%
Quartile B	23.5%	76.5%	25.4%	74.6%	13.2%	86.8%
Quartile A (lowest)	29.2%	70.8%	37.3%	62.7%	32.7%	67.3%
Proportion of employees who received a bonus	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>
	87.4%	91.0%	39.6%	82.9%	50.0%	82.5%
Total headcount (M+F)	2,050		270		663	
Proportion female	23%		18%		15%	



# 2021 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 Government guidance.

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

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