



human energy®

chevron energy limited 2019 U.K. gender pay gap report



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Welcome to chevron energy limited's 2019 U.K. gender pay gap report.

Our report reflects that our headcount in the U.K. has not significantly changed or experienced growth during the reporting period and therefore our results are similar to those which we published in 2018; however, we have seen small improvements in our pay gap since initial publication in 2017. Our 2019 average gender pay gap is 24.4%.

The Chevron Way values are the foundations upon which our company is built and they guide our actions. Whilst this report shows that fewer women than men occupied senior positions in our U.K. business, we remain committed to improving our workforce demographics and addressing the gender pay gap as part of our wider efforts to drive diversity and inclusion in our organisation.

You can read more about some of our initiatives to address the gender pay gap in this report, including how the Men Advocating Real Change (MARC) programme is developing at Chevron.

Launched in the U.K. in 2018, MARC is focused on engaging and empowering male executives and leaders consistently to model inclusive behaviours, influence more equitable talent management systems and processes, and build effective partnerships across gender. Managers have also taken part in learning programmes which aim to increase the awareness and understanding required to create an inclusive work environment.

The reference point for this report is 5 April 2019. 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).

A handwritten signature in blue ink, appearing to read 'Stewart Wright', written over a light blue circular stamp or watermark.

Stewart Wright
Chairman - Chevron Energy Limited

the difference between equal pay and the gender pay gap

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.

This is fundamentally different from equal pay which means to pay men and women equally for the same or equivalent work. The results of the equal pay study that Chevron conducted in 2018 confirmed that we have pay equity in our U.K. compensation programmes, and we will continue to monitor this.

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 the right way. 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.

equal pay


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



The diagram shows two stylized human figures, one blue (male) and one green (female), standing side-by-side. Below them is a balance scale with both pans at the same level, symbolizing equality.

the gender pay gap

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



The diagram shows a pyramid of circles representing people. The top row has 1 male symbol (♂) in a blue circle. The second row has 2 male symbols in blue circles. The third row has 3 male symbols in blue circles and 1 female symbol (♀) in a green circle. The fourth row has 4 male symbols in blue circles and 2 female symbols in green circles. The fifth row has 5 male symbols in blue circles and 3 female symbols in green circles. Below the pyramid, a blue male figure is shown next to a blue male symbol (♂), and a green female figure is shown next to a green female symbol (♀), indicating that the average pay for men is higher than for women.

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

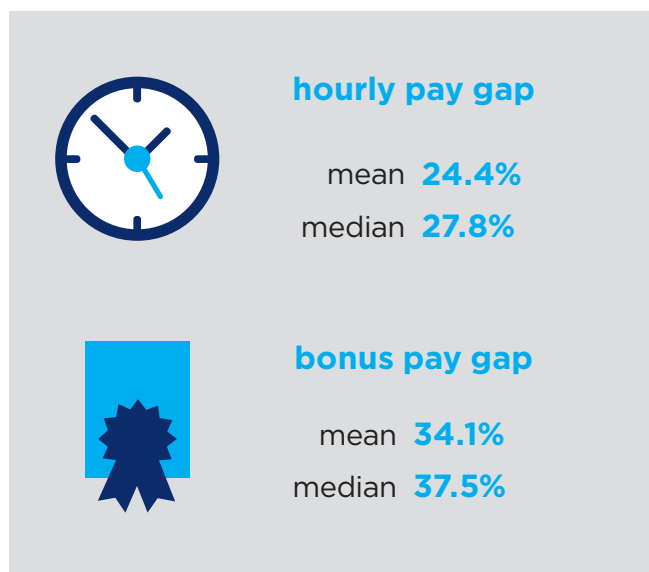
chevron's gender pay gap results

Historically, our industry sector has had fewer women in senior, engineering and technical roles. Our 2019 gender pay gap reflects this disparity and the reasons underlying our gender pay gap remain unchanged: 76% of our employee population are men and 24% are women with the majority of men occupying technical roles.

During the period covered by the 2019 report, recruitment by Chevron in the U.K. was minimal and the organisational demographics therefore remain largely unchanged. As a result, our gender pay gap data is very similar to that reported last year with a small improvement since the initial 2017 reporting period.

Chevron's gender pay gap in the U.K. is compounded by the need to pay certain allowances such as expatriate premiums and offshore allowances. Collectively, these factors account for a higher average pay for men than for women as more men typically occupy these positions.

Chevron North Sea Holdings Limited has signed an agreement for the sale of its U.K. Central North Sea business. The sale is expected to close in 2019, pending regulatory approval. Upon close of the transaction, our employee population will change, which we envisage will impact our gender pay gap data for future reporting periods.



Quartile	Typical jobs in this quartile	% of population	
		Male	Female
Upper	Senior Engineers (all disciplines); General Management	89.0%	11.0%
Upper middle	Managers; Engineers (all disciplines); Specialists; Senior Analysts; Team Leads	78.0%	22.0%
Lower middle	Operators; Technicians; Analysts (across all functions); Engineers	80.1%	19.9%
Lower	Administrators; Operators; Technicians; Entry Level Graduates	55.3%	44.7%

These figures show the gender pay gap data for Chevron Energy Limited as at April 2019

diversity and inclusion

We believe that a diverse workforce and an inclusive culture strengthens business performance, drives innovation, increases employee engagement and will lead us to greater long-term success.

We are continually looking for ways to improve and build a more inclusive culture. We do this both through learning from our own actions and data, and also partnering with key organisations prominent in the diversity space such as Catalyst (a global non-profit advancing gender equality) and Business In The Community (BITC, a U.K. based non-profit organisation focused on promoting responsible business).

One key Catalyst initiative introduced at Chevron is Men Advocating Real Change (MARC) - a programme which engages men as partners and advocates in supporting greater gender inclusion. The U.K. MARC Chapters were launched in July 2018 and membership has grown during the first year. As part of a 2019 Global MARC summit, the London Chapter hosted a panel discussion on the topic “Accelerating Progress for Women at Chevron” which was broadcast live globally.

Chevron’s chairman and chief executive, Mike Wirth announced a major grant to the Catalyst organisation in February 2019: “We are expanding our partnership with Catalyst to support an initiative that is helping Chevron create a more gender-inclusive workplace, and that we believe can benefit other companies around the world. We are honoured to help accelerate this important work. This grant proves once again the power of partnership - how with commitment and dedication, real change is possible.”

Chevron commenced its membership of BITC in 2019 and will support their gender equality campaign. This campaign aims to drive further opportunities for women in the workforce, improving recruitment and retention levels and, ultimately contributing to business success as a whole. Chevron’s membership is a sign of our commitment to responsible business practice, as well as allowing us to share some of the great work that we do and learn from BITC’s diverse network of 750 regional, national and international organisations.



Engineers working in Chevron’s integrated Operations Centre in Aberdeen.

managing talent and investing in people

Chevron understands the importance and value of diverse teams and that without a better gender balance overall, we will not be able to narrow the gender pay gap.

We are taking actions to advance our diverse and inclusive culture in a number of areas; for example, through the completion of the Inclusive Leader Learning Series by our Midstream organisation.

Our Human Resource policies and programmes support our employees in their professional development and help to manage work/life priorities; for example, through flexible work schedules, employee networks and mentoring opportunities.

Through our mentoring programme, a collaborative contribution between the Office of Global Diversity and our Employee Networks, we offer what can be a valuable and impactful development tool for both mentees and mentors.

Chevron engages in initiatives with a view to increasing the appeal of our industry as a career choice for women.

Through our partnership with TechFest, an organisation that champions the promotion of Science, Technology, Engineering and Maths (STEM) activities to engage, challenge, inform and inspire young people, we aim to contribute towards a STEM-rich knowledge economy and STEM-literate society. The range of programmes that teach young people the STEM skills needed for careers in the energy industry include master classes in maths taught by industry professionals and academics.

Working with our global University Partnerships and Association Relations (UPAR) programme, we also provide scholarships, grants and contributions to help build tomorrow's energy workforce.



Pupils from Thorpe Hall School learn about careers in the energy industry.