

# CNOOC

## International

### UK Gender Pay Gap Report

**2021**

# Introduction

**CNOOC International is committed to building a diverse and inclusive environment, where everyone is respected, can thrive and benefit from equal opportunities.**

Our UK gender pay gap reports on our actions to close the gap and reinforces our commitment to tackling this important issue.

## Measurement Matters

There are two key measures of the pay disparity between men and women:

- **Equal Pay** means that men and women doing the same or similar work receive equal pay.
- **Gender Pay Gap** is a measure of the difference between men and women's average earnings across a workforce.

We are confident that we pay our men and our women in the UK equally for doing the same or similar work.

**This report addresses the gender pay gap.**

# Understanding the Pay Gap Report

The UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires large employers to publish annual calculations showing the pay and bonus gap between their men and women.

The data below shows our overall mean and median gender pay and bonus gap. Gender pay is based on hourly rates from a snapshot date of 5 April 2021. Bonus pay is based on all incentive pay in the 12 months previous to 5 April 2021.

## How do we calculate the mean and median pay gaps?

Mean Hourly Pay Gap:



Difference between the average hourly pay of men and women

Median Hourly Pay Gap:



Difference between the mid-point hourly pay of men and women

## Gender Gaps

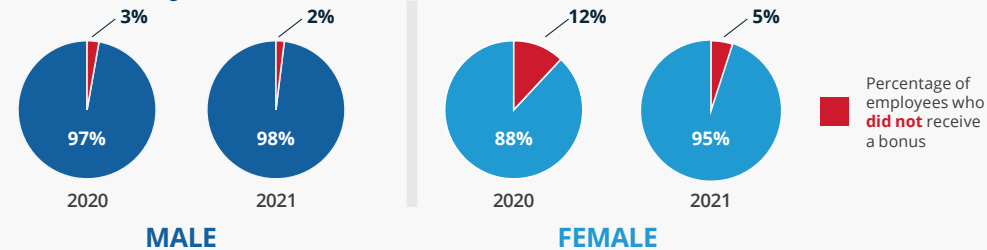
	MEAN		MEDIAN	
	2020	2021	2020	2021
<b>Pay Gap</b>	27.2%	19%	20.7%	13%
<b>Bonus Gap</b>	42.9%	42.4%	18.4%	12.6%

### What This Means:

**Pay Gap**  
On an hourly basis, a pay gap exists between men and women, with men receiving higher pay on average.

**Bonus Gap**  
There is a bonus pay gap between men and women, with men receiving a higher bonus, on average.

## Bonus Pay



### Here's What This Means:

In 2021, bonuses were paid to more women than men. This is predominantly accounted for by men making more use of the annual bonus sacrifice scheme.

\*An HMRC approved bonus sacrifice to Pension Scheme is in operation for the annual bonus. A number of people of both genders elected to sacrifice 100% of annual bonus to their pension. Other bonus schemes also exist. Under the Regulations this is taken into consideration in the calculation of all information relating to the Bonus pay gap and distribution.

## Gender Distribution In Quartile Bands

	MALE		FEMALE	
	2020	2021	2020	2021
<b>Top</b>	95%	92%	5%	8%
<b>Upper Middle</b>	82%	81%	18%	19%
<b>Lower Middle</b>	87%	88%	13%	12%
<b>Lower</b>	65%	68%	35%	32%

## Explaining Our Gap

There are two key factors which influence the gap at CNOOC International in the UK:

- **We have fewer women** in senior positions.
- **We have fewer women** working in specialist roles, such as engineering and geoscience, which are linked to science, technology, engineering and mathematics (STEM) subjects.

These factors are widely recognised as long-term structural issues in the oil and gas industry.

The gap has reduced slightly due to a change in the gender distribution at the most senior levels of the organisation.



## Our Commitment

**We are committed to building a more diverse and inclusive workplace. This will help improve our gender balance and close the gender pay gap.**



### Strategy & Culture

We continue to monitor and leverage our relationship with Catalyst (a global non-profit organisation that helps build workplaces that work for women) to improve and develop our inclusive and diverse ways of working. This includes workshop sessions with our UK Leadership Team.

We have also worked with the Cultural Intelligence Centre to explore the area of individual cultural intelligence in a wide sense, including the impact of gender difference.



### Business Resource Groups/D&I networks

We continue to champion the Business Resource Groups which we established to strengthen our D&I networks, creating space for conversations and the sharing of experiences.

The groups are an opportunity for people at all levels to break down barriers, build resilience and, most importantly, drive positive change within the business. The groups are ensured access to the UK Leadership Team for discussion and challenge on D&I issues.



### Industry Task Force / Outreach

While we recognise that there are internal actions we can take, this is a challenge faced across the oil and gas industry, and other STEM sectors as well.

We play an important role in Offshore Energy UK's Diversity & Inclusion (D&I) task force which has a vision to create an inclusive sector that is attractive, sustainable and supports the delivery of Roadmap 2035. The task force is driving the D&I agenda by catalysing action, sharing best practice and connecting, people, businesses and organisations.

Supporting young people and education is a key focus of our UK Community Investment programme. Two of our strategic charity partners – TechFest and Surrey SATRO – deliver STEM education programmes and visits into schools. As well as funding from CNOOC, staff including our Early Career Professionals also volunteer to support these visits and engage with pupils to help break down gender stereotypes about careers in STEM industries.

We also support the work of the Net Zero Technology Centre to deliver STEM education into schools.



### Talent

The world is a diverse place. We want to attract, motivate, develop and retain the best talent that it offers.

To do this, we continue to:

- Use inclusive recruitment practices to ensure unbiased recruitment and improve the visibility of qualified female candidates, supported by training and coaching for recruiting managers.
- Proactively prioritise top talent in internal and external development programs to enhance self-awareness and leadership opportunities (e.g. mentorship programs, leadership development programs and external workshop series).
- Review company policy to ensure fairness and equity on an ongoing basis.
- Use of data to assess and monitor gender equity on an ongoing basis.

## Declaration

Our gender pay gap calculations are accurate and in line with mandatory requirements.



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