

# CNOOC

## International

### UK Gender Pay Gap Report

**2018**

# INTRODUCTION

Empowering employees – regardless of gender, race, ethnicity or background – is central to CNOOC International’s success. Our UK gender pay gap report outlines 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 UK 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 2018. Bonus pay is based on all incentive pay in the 12 months previous to 5 April 2018.

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



## GENDER GAPS: CNOOC PETROLEUM EUROPE LIMITED

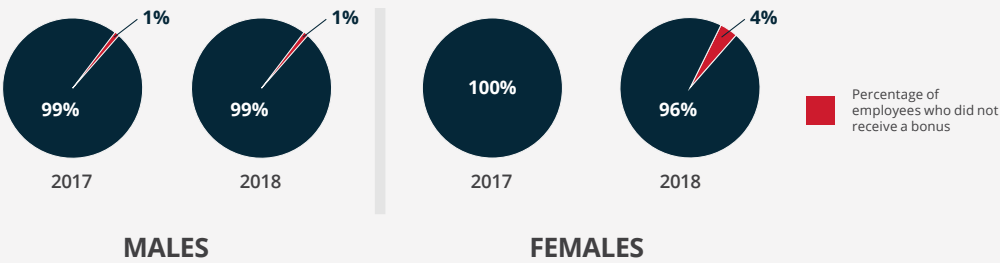
	MEAN		MEDIAN	
	2017	2018	2017	2018
Pay gap	23.8%	22.7%	18.2%	16.1%
Bonus gap	23.5%	24.9%	-17.4%	-15.7%

### HERE’S WHAT THIS MEANS:

**On pay gap**  
On an hourly basis, a pay gap exists between men and women, with males receiving higher pay on average. We have made a slight improvement in reducing this gap over the past year.

**On bonus gap**  
The negative number for the median bonus gap reflects the fact that the typical male employee received a lower bonus than the typical female employee.

## BONUS PAY



### HERE’S WHAT THIS MEANS:

In 2018, 4% of female employees were not eligible to participate in our Annual Bonus Program based on their start date.

## GENDER DISTRIBUTION IN QUARTILE BANDS

	MALES		FEMALES	
	2017	2018	2017	2018
Top	92%	93%	8%	7%
Upper middle	88%	83%	12%	17%
Lower middle	88%	89%	12%	11%
Lower	66%	66%	34%	34%

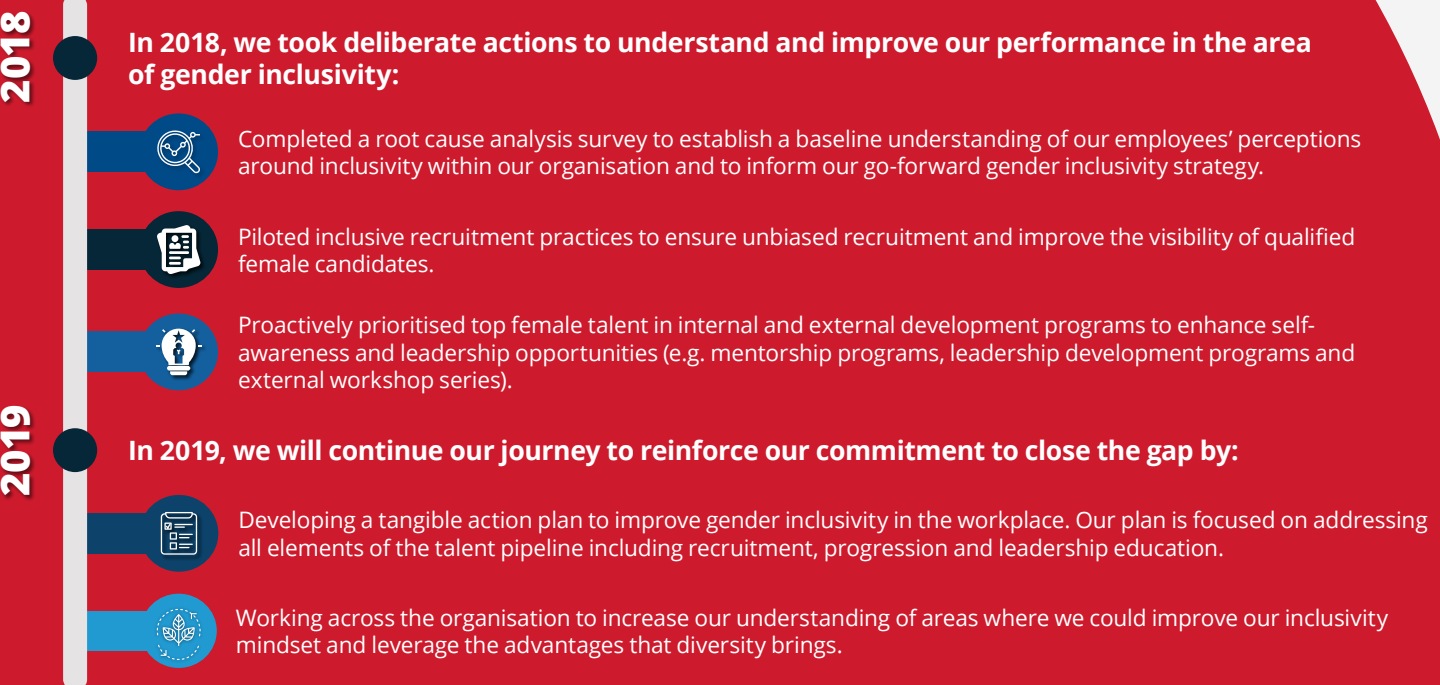
While we improved gender distribution in the upper middle band, several factors continue to influence the gap at CNOOC International in the UK:

- Our offshore population is predominantly men
- We have a lower percentage of women in engineering and geoscience positions
- We currently have a lower percentage of women in senior leadership positions

We recognise that there is room for improvement and we are taking action to address the gap and deliver meaningful change.

## CLOSING THE GAP

Like many energy companies, CNOOC International has more men in senior positions and more men in technical roles, which means the average male salary is higher. We need to do better.



## DECLARATION

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



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& Sr. VP Europe & Africa