

REPSOL SINOPEC RESOURCES UK LIMITED
GENDER PAY GAP REPORT **2021**

The UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, requires all UK employers with more than 250 employees to publish their gender pay gap on an annual basis. The gender pay gap measures the difference between the average earnings of men and women across a workforce. The data provided shows Repsol Sinopec's overall mean and median gender pay and bonus gap.



GENDER PAY 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 preceding 5 April 2021.

The **Mean Hourly Pay Gap** is measured by calculating the difference between the average hourly rate of pay of male employees and that paid to female employees.

The **Median Hourly Pay Gap** is measured by calculating the difference between the mid-point hourly rate of pay of male employees and that paid to female employees.

The **Mean Bonus Gap** is the difference between the mean bonus pay paid to male employees and that paid to female employees.

The **Median Bonus Gap** is the difference between the median bonus pay paid to male employees and that paid to female employees.

	2020	2021
Gender Pay Gap Mean	21.67%	23.62%
Gender Pay Gap Median	23.84%	24.08%
Gender Bonus Gap Mean	40.04%	25.58%
Gender Bonus Gap Median	33.98%	19.14%

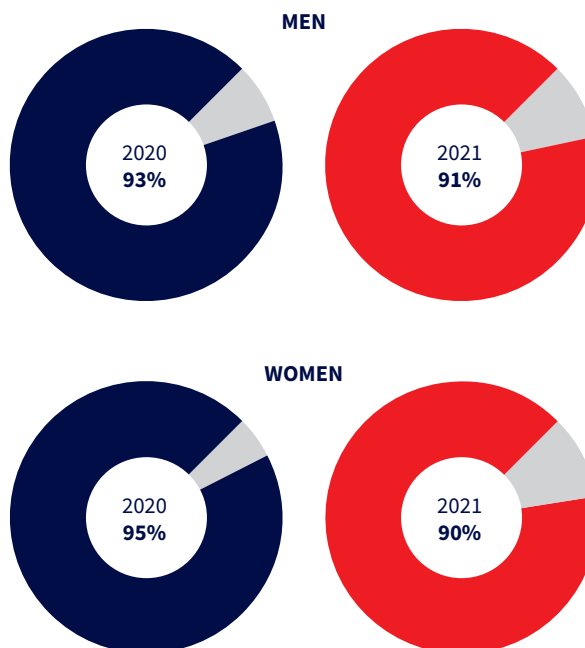
WHAT DOES THIS TELL US?

Gender Pay Gap – on an hourly rate basis, a pay gap exists between men and women with men receiving higher pay on average. The pay gap between men and women has increased during the past year as a result of the number of new employees in senior positions (predominantly male).

Gender Bonus Gap – there is a bonus gap between men and women with men receiving a higher bonus on average. The bonus gap has decreased since last year due to two historic bonus schemes coming to an end.

BONUS PAY

The proportion of male and female employees who were paid bonus pay during the relevant period.



WHAT DOES THIS TELL US?

In 2021, 91% of eligible male employees received a bonus payment and 90% of eligible female employees received a bonus payment. This tells us that we have reduced the gap from the previous year from 2% to 1%.

GENDER DISTRIBUTION IN QUARTILE BANDS

The proportion of male and female employees according to quartile pay bands in the lower, lower-middle, upper-middle and upper quartile pay bands.

Quartile	Year	Men	Women
Upper	2020	91.93%	8.07%
	2021	93.27%	6.73%
Upper Middle	2020	93.67%	6.33%
	2021	93.72%	6.28%
Lower Middle	2020	86.55%	13.45%
	2021	84.13%	15.87%
Lower	2020	62.83%	37.17%
	2021	66.83%	33.17%

WHAT DOES THIS TELL US?

The key factors which influence the gender pay gap at Repsol Sinopec are as follows:

- Only 15% of our workforce are women. This results in uneven gender representation across the company
- We have fewer women in higher paid roles (senior roles, specialist technical roles and offshore). As pay and bonus are higher in these roles, this imbalance in gender representation results in a gap between mean and median pay
- Roles that carry significant allowances, for example offshore work, are predominantly carried out by men.

ACTIONS WE ARE TAKING TO REDUCE THE GENDER PAY GAP

ATTRACTION AND RECRUITMENT

We aim to be an attractive employer for women and men at all levels in the organisation.

During 2022, we have planned unconscious bias training to help leaders and the Executive Management team to understand their biases and how these biases have the potential to impact behaviour and ensure our recruitment processes are consistently inclusive. We encourage a diverse pool of applicants and assessment panels during recruitment.

In 2021, we launched our Employee Value Proposition (EVP) encompassing Company Culture, Professional Development, Reward and Recognition and Workplace Experience. Through our EVP we aim to create an attractive workplace for new and existing employees.

Key areas in progress under EVP are:

- Flexibility: Introduction of a hybrid working model of three days in the office and two days at home
- Health and wellbeing offerings focussed on supporting the workforce.

CAREER PROGRESSION AND PROFESSIONAL DEVELOPMENT

In 2021 we launched a new leadership programme targeting both current and future leaders in our organisation. We encourage career progression and professional development for all with the potential and desire to progress within the organisation. We place

an emphasis on ensuring (where possible) equal distribution of male and female attendees.

In 2021 we also launched a formal mentoring program.

RETENTION

We want to make sure that we retain women and have taken measures to support this. We have an established buddy system in place whilst employees are on maternity leave and are proud to advise that 100% of female employees leaving on maternity leave have returned to work.

We are focussed on raising awareness about menopause and fostering a culture where women feel comfortable discussing their symptoms and the impact this can have on their working lives. In 2021, we offered all female employees the opportunity to commence a unique coaching experience and the feedback has been positive so far. Further intakes are planned in 2022 and beyond.

In 2021, we enhanced our wellbeing offering by providing a platform focussed on mental health and wellbeing. The platform provides courses which provide mental health awareness and education through bite size CPD accredited e-learning courses. In addition, it provides various resources and surveys. The platform complements other wellbeing initiatives we have in place (physical/mental and financial). Moving forward, we will continue to take actions to promote wellbeing.

DECLARATION

We confirm the Gender Pay Gap calculations and data provided in this report are accurate and in line with mandatory requirements.



Dale Moore, Director (on behalf of the Board of Directors of Repsol Sinopec Resources UK Limited)