

REPSOL SINOPEC RESOURCES UK LIMITED
GENDER PAY GAP REPORT 2022

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 2022. Bonus pay is based on all incentive pay in the 12 months preceding 5 April 2022.

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.

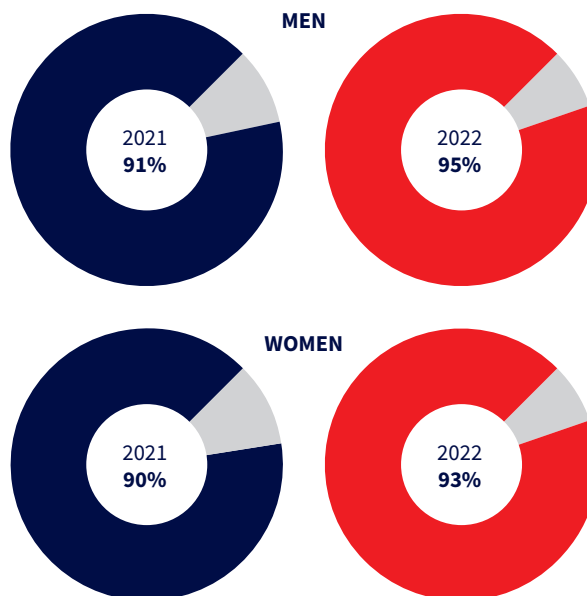
	2021	2022
Gender Pay Gap Mean	23.62%	22.44%
Gender Pay Gap Median	24.08%	21.26%
Gender Bonus Gap Mean	25.58%	13.38%
Gender Bonus Gap Median	19.14%	15.87%

WHAT DOES THIS TELL US?

Gender Pay Gap – The pay gap between men and women decreased between April 2021 and April 2022. This could be attributed to a slightly higher increase in pay on average for women than men in that year relating to a slightly increased full time equivalent (FTE) across the female population.

BONUS PAY

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



WHAT DOES THIS TELL US?

In 2022, 95% of eligible male employees received a bonus payment and 93% of eligible female employees received a bonus payment. The only females who did not receive a bonus were new hires who did not qualify and the difference in percentage is because the proportion of new hires to existing employees differed between 2021 and 2022.

There is a bonus gap between men and women with men receiving a higher bonus on average. The bonus gap has decreased since the previous year due to a change in the long-term incentive plan in 2018. This change saw a reduction in bonus target values across all levels but particularly for senior roles, creating a slight improvement in distribution of target percentage across men and women. This was accompanied by a change in organisational structure which resulted in significantly fewer high value bonuses being paid to senior males.

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	2021	93.27%	6.73%
	2022	93.19%	6.81%
Upper Middle	2021	93.72%	6.28%
	2022	93.62%	6.38%
Lower Middle	2021	84.13%	15.87%
	2022	85.96%	14.04%
Lower	2021	66.83%	33.17%
	2022	66.95%	33.05%

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 female employees in 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.
- While we have several senior females employed in the organisation, as they are in secondee positions their salaries do not impact our gender pay gap.
- Roles that carry significant allowances, for example offshore work, are predominantly carried out by men.

TAKING POSITIVE ACTION – WHAT WE ARE DOING 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.

We encourage a diverse pool of applicants and assessment panels during recruitment. Our Employee Value Proposition (EVP) continues to evolve and encompasses 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: a fully implemented hybrid working model of three days in the office and two days at home
- Health and wellbeing offerings focussed on supporting the workforce.

During 2022, 648 Repsol Sinopec employees and an additional 444 contractors completed unconscious bias training to help understand biases and how these biases have the potential to impact behaviour and ensure our recruitment processes are consistently inclusive.

CAREER PROGRESSION AND PROFESSIONAL DEVELOPMENT

We encourage career progression and professional development for all with the potential and desire to progress within the organisation. In 2022 66% of males invited and 93% of females invited attended our leadership programme targeting both current and future leaders

in our organisation. In our formal mentoring program 22% of the mentors are female and 29% of mentees are female.

With only 15% of our workforce being female, this shows significantly higher than average participation in these development opportunities by our female employees.

We have a mentoring scheme which is open to all our employees to support individual career aspirations and development needs.

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.

Part time working is requested by 11% of women at Repsol Sinopec and only 1% of men. We offer increased flexibility to employees which helps retain women in the workplace.

Of women returning from maternity leave to Repsol Sinopec, 45% chose to work part time and 33% request additional flexibility. A proposal has been put forward to formally review salaries of women returning from maternity leave to ensure their salary is still aligned with their peer group.

We have a higher proportion of men in technical roles: 90% of our male workforce fulfill technical roles and 30% of our female

workforce fulfill technical roles. We continue to pursue the employment of females into technical roles and in 2023, three out of the four graduates hired are female.

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. This includes:

- A menopause coaching programme providing long term, individual support for women and the set-up of self-support after the programme
- Menopause plans are available through BUPA
- We continually promote benefits which can help with health management
- Webinars and face to face sessions on relevant topics such as nutrition
- Signposting leaders to the menopause guideline and resources provided by benefits.

Throughout 2022, we continued to enhance our wellbeing offering which includes 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. The platform complements other wellbeing initiatives that we have in place covering physical, mental and financial wellbeing. We remain committed to taking actions to assist 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)