

SLB UK

Gender Pay Gap Report 2022



Gender Diversity Globally, as of December 31, 2022, women comprised



18.4%

SLB global workforce



20.7%

UK workforce

22.1%

Women in management positions, global

22.1%

Women in management positions, UK

21.5%

Women in top management positions, global

26.9%

Women in top management positions, UK

Gender pay gap versus equal pay

The gender pay gap measures the difference in average hourly earnings between women and men in an organisation, regardless of their roles. It gives an indication of the positions women hold in the company.

It is not the same as equal pay, which is the legal requirement to pay men and women the same salary for performing comparable jobs.

SLB takes equal pay very seriously and employs dedicated compensation teams to ensure that salaries for all employees are fair and consistent

Gender equity continues to be high on the agenda in SLB

In 2022, our leadership in the industry was displayed by our transformation in October from the world's largest oilfield service company to SLB, a global technology company focused on driving energy innovation for a balanced planet that embraces a vision for a decarbonized energy future.

Gender equity continues to be high on the agenda in SLB, and in a further step forward, we were proud to publish a global 'Women and Pay' report signalling strong corporate support for transparency and accountability in this important topic. Establishing global standards will help us to identify areas of focus and to accelerate progress in our journey to achieving better gender balance and representation at all levels of the company. To our knowledge, this is the first time that a global pay report has been published in our industry, and it helps to demonstrate our stated aim to adhere to [United Nations Sustainable Development goals 5 and 10—Gender Equality and Reduced Inequalities](#).



In terms of our UK gender pay results, it is pleasing to report that our median pay gap in the UK decreased from 14.1% in 2021 to 12.6% in 2022. Our mean pay gap has remained the same as in 2022, 9.5%, after having a significant decline in 2019 from 16.6%. A marked decrease was also seen in the mean gender bonus gap, which decreased to 13.4% from the 24.5% gap seen in 2021. The improvement in the median pay gap and the positive trend in the proportion of women in three out of four pay quartiles compared to 2021 indicate our continued better representation of women across the company. Within my own EUR leadership team, gender balance currently sits at 45.5% women.

Our success in achieving both our energy vision and our gender balance goals will largely depend on our ability to fulfil initiatives in the three components of our people strategy: Culture, Environment, and Talent & Leadership. Our continued focus during industry and workplace transformations will be on promoting more inclusive workplaces, encouraging and empowering our people to drive improvements in gender balance, and enabling an environment that establishes relevant benefits for our people to succeed.

Toward these goals, in SLB UK, we have participated in several STEM diversity events, have sponsored university scholarships, and have piloted a global female mentoring programme for developing leadership skills. These efforts to increase diversity in STEM fields align with the SLB milestone for its salaried workforce of 30% women by 2030.

The strong commitment of senior leadership in gender balance initiatives, as represented in SLB by publication of its global gender balance report, is one of the most important factors in accelerating progress toward a diverse and inclusive culture. And we recognise that contributions from a diverse workplace are needed for SLB to continue to lead the industry in technological innovation while preparing for a data-driven, reduced-carbon future.



Robert Fox

Robert Fox
UK Managing Director,
SLB

March 2023

In 2022, our existing gender balance programs in SLB UK were bolstered by the publication in April of the SLB report, 'Women and Pay: Driving Gender Balance', which establishes, for the first time, a global standard for our gender balance goals and which positions SLB as an industry leader in driving gender balance.

To read more go to page 6

As of 5 April 2022

- The mean gender pay gap for all consolidated SLB entities in the UK was 9.5% and the median was 12.6%.
- The mean gender bonus gap was 13.4% and the median was 43.6%.
- The 'Gender Pay Gap Figures by UK Legal Entity' table on page 7 shows the gender pay gap data for the three legal entities that employed more than 250 employees.

Mean versus Median

Mean is the 'average', derived from the sum of the numbers divided by the quantity of numbers. Median is the 'middle' number in the sequence of numbers, listed from lowest to highest.

→ Total UK head count included in the calculations: 3,462

Overall SLB UK results

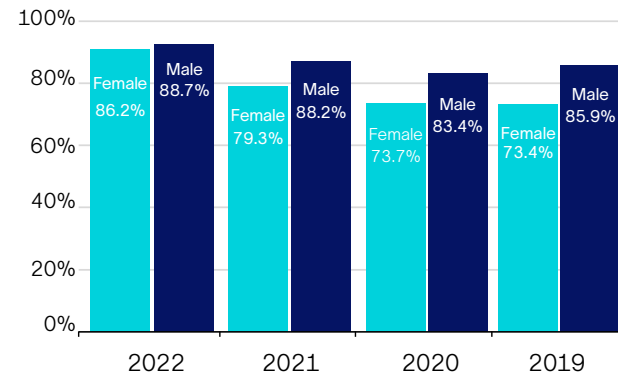
The combined numbers of the 8 legal entities of SLB UK provide a consolidated view of the gender pay gap.

	2022		2021		2020 [†]		2019	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Gender pay gap	9.5%	12.6%	9.5%	14.1%	20.1%	19.6%	16.6%	18.2%
Gender bonus gap	13.4%	43.6%	24.5%	32.5%	37.5%	39.5%	40.3%	43.3%

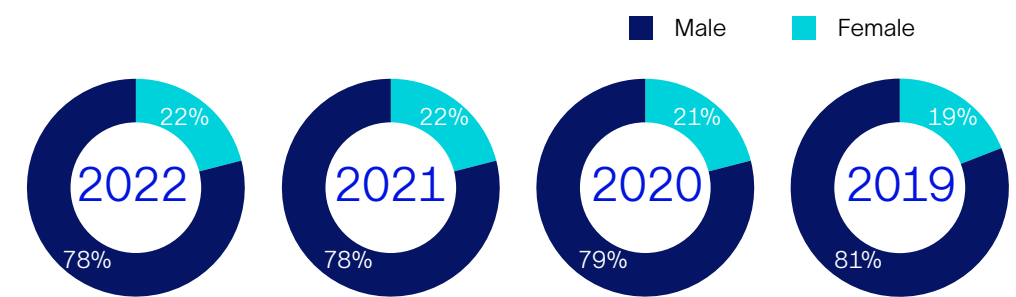
Proportion of employees in pay quartiles

	2022		2021		2020 [†]		2019	
	Female	Male	Female	Male	Female	Male	Female	Male
Quartile D (highest)	17.5%	82.5%	17.3%	82.7%	9.2%	90.8%	13.0%	87.0%
Quartile C	18.1%	81.9%	16.0%	84.0%	14.5%	85.5%	16.3%	83.7%
Quartile B	21.6%	78.4%	21.5%	78.5%	18.7%	81.3%	19.6%	80.4%
Quartile A (lowest)	30.2%	69.8%	30.4%	69.6%	25.8%	74.2%	27.4%	72.6%

Proportion of employees who received a bonus



Composition of female versus male



[†]2020 figures exclude employees who took part in a voluntary unpaid leave programme. Refer to the 'Schlumberger UK Gender Pay Gap Report 2020' for further details.

To drive greater representation, SLB has set a milestone for a workforce that is 30% women by 2030.

The energy sector continues to be a male-dominated industry, particularly in field positions. Rather than taking a passive role, SLB is actively setting goals for representation of women in the industry.

Globally, female representation in our overall workforce continues to grow year on year and was at 18.4% vs. 17.7% in 2021. For the UK, this was at 20.7% in December 2022. As SLB works toward the milestone of 30% women in the salaried workforce by 2030, we start with a 2022 baseline of 23% salaried women in the global workforce and are on track for our 2025 goal of 25%. The SLB UK baseline is similar, at 22.2%.

Our aim is to increase representation of women at all levels and in particular in management positions. Globally, women occupy 22.1% of the SLB management positions and the same in SLB UK. Within our management workforce, we are happy to see that the highest percentage of women remains in the top management roles at 26.9%, despite a slight drop compared to 2021.



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Our gender pay gap is influenced by women being less represented in field, maintenance, and manufacturing roles.

The majority of our field-based population continues to be men. Field-related positions have a high proportion of variable pay included in both the pay and bonus calculations, which has a significant impact on the figures.

The historic imbalance of women in the energy sector, and in SLB, translates into an imbalance in experience. Our compensation practice of paying salary increments over time means that people with higher tenure typically have higher pay for similar roles.

In addition, our culture of promotion from within contributes to the international mobility in our employees. This leads to frequent movement in and outside the UK. This dynamic aspect to the population from year to year has an impact on the pay and bonus gaps that we report.



SLB's Human Resources team has enumerated four strategic areas to achieve gender balance:

- 1 systematically address any bias through our talent management processes
- 2 ensure we provide both visible and inspirational role models
- 3 encouraging a network of supporters and advocates across the organisation
- 4 increase the pool of exceptional female talent joining the company.

Transparency in gender balance reporting is a priority for SLB UK

and for the company as a whole, as shown by the publication of the SLB global gender balance report in 2022. Visibility into equity issues is also provided by our Employee Resource Groups, including our Connect Women network partnering with the Men for Change network. Such partnering encourages discussion and promotion of gender-related topics. Events in 2022 included webinars on menopause awareness and parenting and an insightful interview with one of our female leaders.

Overall, in 2022, the SLB UK gender balance for all new hires was 17%, which is 2% higher than in 2021, and for salaried new hires it was 27%. We also continue to work on increasing the number of female graduates hired in to STEM-related roles. With the goal of bringing more women into the industry, in 2022, we ran our Technology Careers event and participated in London-based and UK-wide STEM careers events. We continue to offer scholarships for women at both Heriot-Watt and Bath universities, and our research centre in Cambridge hired 12 post-graduate placements, of which 41% were women.



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← Caitlin
Mechanical Engineer, SLB

My SLB Women in Technology Scholarship, an award available to women studying for a STEM degree in the UK, gave me the opportunity to complete an internship at SLB's Stonehouse Technology Centre (SHTC), where I worked on rotary steerable tools.

After finishing my master's degree, I returned to SLB as part of the Tech and Field program, which offers 18 months of field experience.

My offshore assignment as a measurement- and logging-while-drilling engineer gave me invaluable experience seeing our tools operating in the field and enabled me to build on the technical knowledge from my internship. Within 12 months, I was able to cross train as a directional driller. Throughout my time working offshore, I worked with some inspiring women and men; however, it was apparent that few women had roles offshore. I would love to see more women working offshore and getting experience in both technical and operational roles. In my current work at SHTC, my field experience has been invaluable when developing solutions and solving problems.

Throughout 2022, we continued to roll out our BlueFLEX hybrid working programme across our UK locations, with focus also continuing on workplace training following the global rollout of Respect and Professionalism in the Workplace.

Our Diversity & Inclusion strategy is fully incorporated into our new-hire onboarding training programme to raise awareness and help promote a bias-free environment from day one. Numerous initiatives were also rolled out in demonstration of our ongoing support for improving well-being and retention.

To progress our representation of women at management levels, focus is being given to our talent development process, in particular how to better manage dual-career employees who are mobile workers. Through our partnership with Permits Foundation—an independent, not-for-profit organisation campaigning globally to improve work permit regulations for partners of mobile employees—a global survey was conducted with over 130 companies participating. The results, published in 2022, helped us better understand considerations given by employees moving overseas and confirmed the key impact—more prominent among women—was the ability for their partner to be able to work in the host country.

This was likely to affect their decision to accept a new role. SLB will continue to support Permits Foundation advocacy work, which helps our employees to further their careers internationally should they wish to with their partners and families.

Separate UK initiatives have included participation in the launch of WISE—Women Inspiring Supporting Empowering—at our London office. WISE is a female mentoring program with the objective of developing leadership skills in an inclusive environment for the benefit of all.

During 2023, we continue to identify programmes and initiatives aimed at supporting a diverse workforce. These include modernising our technical community career path and piloting a ‘returnship programme’ targeting women who have taken a career break. Further ongoing UK initiatives include enhancements to our core private medical coverage benefit, where menopause consultation, treatment, and advice are now offered, along with support for fertility treatment. In addition, we now provide support and guidance for neurodiverse employees and their eligible family members.



We continue to identify programmes and initiatives aimed at supporting a diverse workforce.

SLB Global Women and Pay report:

Women and Pay: Driving Gender Balance in SLB

The SLB global ‘Women and Pay’ report analysis uses annual base salary as a common measure because it drives other elements of compensation and benefits. This differs from the calculation method used for UK Gender Pay Gap analysis; however, we believe it provides SLB with a valuable and granular insight into where pay gaps may exist.

SLB Global Report Methodology

The SLB report compares similar jobs and provides a pay distribution that reflects individual employee contributions, looks at two elements:

- The distribution of women and men in the company in terms of base salary positioning.
- The equal pay gap distribution for all pay groups.

A pay group is a group of employees with similar job level (jobs with a similar level of responsibility), job market value (the external market value attributed to jobs that share the same level of required responsibilities, accountabilities, and skill sets), and identical country and mobility status (SLB classifies different levels of mobility to indicate the location of work for employees relative to their place of hire).

For each pay group, the difference between the average female annual base salary and the average male annual base salary is calculated. This number is then divided by the average male annual base salary in the same pay group to obtain the pay gap percentage.

For a specific country, the pay gap is calculated by taking the average of all pay groups for employees assigned to that country.



For the UK overall, our SLB UK pay gap average following this methodology has improved from 2.68% in 2021 to 2.55% in 2022.

	Schlumberger Oilfield UK Ltd		Cameron Flow Control		One Subsea	
	Mean	Median	Mean	Median	Mean	Median
Gender pay gap	6.7%	9.6%	25.0%	27.6%	32.9%	22.3%
Gender bonus gap	10.7%	29.7%	66.9%	79.5%	72.0%	70.7%
Proportion of employees in pay quartiles	Female	Male	Female	Male	Female	Male
Quartile D (highest)	20.2%	79.8%	3.1%	96.9%	3.0%	97.0%
Quartile C	19.6%	80.4%	15.6%	84.4%	12.2%	87.8%
Quartile B	24.3%	75.7%	27.0%	73.0%	12.0%	88.0%
Quartile A (lowest)	28.6%	71.4%	31.7%	68.3%	32.5%	67.5%
Proportion of employees who received a bonus	Female	Male	Female	Male	Female	Male
	85.2%	89.1%	93.9%	88.9%	87.3%	88.2%
Total headcount (M+F)	2,175		256		668	
Proportion female	24%		19%		15%	

SLB UK Gender Pay Gap Report 2022

On behalf of Schlumberger Oilfield UK Limited:



Robert Fox

On behalf of Cameron Flow Control Technology (UK) Limited:



Christopher Walker

On behalf of OneSubsea (UK) Limited



Simon McCloud

Accuracy of the data

We confirm that the data in this statement is accurate and that calculations have been done in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and Government guidance.

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