



# UK inclusion and diversity report 2020

Successful together

**ExxonMobil**

# Foreword



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At ExxonMobil we recognise the outstanding quality and commitment of our people. To succeed, we must embrace the talent of all our employees to provide solutions for the complex global challenges we face. We must meet growing global demand for affordable and reliable energy while reducing environmental impacts, and managing the risks of climate change. We are committed to playing our part in addressing this dual challenge.

In 2019, we strengthened our commitment to inclusion and diversity (I&D) across our operations in the UK. Our vision is that everyone throughout our organisation should feel valued, respected and able to be themselves.

We know that our performance is enhanced by supporting diversity of thought, knowledge, culture and skills. However, a diverse workforce alone is not enough. An inclusive culture is vital for nurturing talent and enabling employees to reach their potential and for us to be successful, together.

One of our priorities is to address the gender pay gap. In 2019, our company-wide gap was 7.1 percent. We are taking a committed, strategic and long-term approach to closing this gap.

I am proud of the progress we've made so far towards our I&D vision but we recognise we need to do more. We are committed to ensuring a productive work environment where every employee can excel.

A handwritten signature in black ink that reads "Mike Cooper". The signature is fluid and cursive, with a long horizontal stroke underneath.

**Mike Cooper**  
Chairman, Esso UK and Lead Country Manager  
for ExxonMobil companies in the UK



## Our inclusion and diversity vision:

At ExxonMobil everyone should feel valued, respected and able to be themselves. Successful, together.

Inclusion and diversity is at the heart of ExxonMobil's activities in the UK. We are part of a global organisation with a multinational workforce and a wide range of stakeholders. We know that embracing the power of diversity and creating an inclusive culture adds strength to our operations and enables all employees to reach

their potential. ExxonMobil employs over 2,500 people in the UK, and at times we engage around another 2,000 contractors, who deliver valuable solutions and products for a growing population. Our world leading achievements are accomplished through the collective power of our people. We are successful together.

# 2,500+

Employees in the UK

# 50+

Nationalities working in the UK

# 280

UK employees working on assignments around the world

# Our inclusion and diversity strategy

Our aim is that our workforce will reflect the world in which we live and work. To achieve this our strategy maximises opportunities to broaden our diversity and support our existing workforce. In an industry that historically attracted more men than women, our strategy includes a special focus on addressing the gender pay gap and ensuring a more equal representation of women in the organisation, currently just 17 percent of our workforce in the UK.

## UK Inclusion and Diversity Leadership Network

A new UK-wide Inclusion and Diversity Leadership Network, representing the breadth of our UK business operations, oversees the implementation of our UK strategy and supports the delivery of local activities. This strategy is underpinned by the long-term approach of our Global Diversity Framework.

"Our new I&D Leadership Network will strengthen ExxonMobil's approach to inclusion and diversity and encourage greater collaboration throughout the UK. We strongly believe that by hiring a diverse workforce and creating an inclusive culture, we are building a thriving organisation in which people can enjoy a fulfilling career."

**Tom Van Nuland,**  
Newport plant manager



## UK inclusion and diversity action plan



Inspire the next generation with STEM (science, technology, engineering and mathematics) education programmes, to encourage more girls and under-represented groups into our industry

Recruit more diversity at all levels



Provide specialist I&D training

Enable work-life balance through our enhanced shared parental leave policy and greater workplace flexibility

Enhance our UK mentoring programme



Foster a productive work environment to enable people to reach their potential

Develop inclusive leadership to excel in our multicultural organisation



- Continued focus on communicating our I&D vision and strategy
- Further strengthen employee networks
- Champion positive mental health



- Develop more female talent to leadership and senior technical positions
- Invest in developing inclusive leaders who embody and champion our I&D commitment



# Attracting a premier workforce

To meet our diversity goals we must attract and develop the best talent and provide employees at all levels in the organisation with a rewarding career.

We have made good progress in recruiting more women over recent years. We want this to continue but we recognise that true diversity is broader than gender balance. We want ExxonMobil to be an attractive place to work whatever your background.

**STEM education** – Attracting a premier workforce starts with inspiring the next generation of talented young scientists, engineers and technicians to develop a passion for STEM (science, technology, engineering and mathematics).

**Apprentices** – ExxonMobil's input into courses in further education is crucial to ensure that students are equipped with the correct skills throughout their apprenticeships.

**Graduates** – We work with the UK's best universities to attract students to the benefits of an internship, industrial placement or graduate position. In addition to traditional science and engineering backgrounds, we have increased our focus on recruiting candidates with more diverse degree disciplines into our commercial, trading and business support roles.

**Experienced candidates** – We also seek experienced candidates to help meet our needs for expertise at more senior levels in the organisation.

"Our STEM roadshows inspire the next generation of apprentices and graduates to come and work with us. They have now developed to encompass multiple age ranges from primary school to sixth form. We bring science and engineering to life and help explain what a career with us really looks like and how exciting it is."

**Eddie Henbury** (above left),  
Process training supervisor and  
STEM ambassador

"When I was at school I took part in a competition to build our own model refinery. The competitive element and the hands-on experience inspired me to study STEM subjects and led me to my current role.

As an apprentice, I've learned so many skills that I never thought I'd be learning. The number of opportunities that are there for me after my apprenticeship, leave me feeling really optimistic about my future with ExxonMobil."

**Jessica Cavanagh** (above right),  
Electrical maintenance apprentice



## Inspiring the next generation

From inspiring primary schoolchildren to take an interest in STEM subjects, to attracting apprentices and graduates to work with us, ExxonMobil is supporting STEM education around our UK sites. We place particular importance on including girls and other under-represented groups, who historically have been less attracted to STEM subjects.

- **£682,000 invested** in STEM education since 2014.
- **UK STEM ambassadors** – around 100 employees support science events and career guidance in UK schools and colleges.
- **Site tours** – provided to primary and secondary schools around our plants.
- **STEM equipment for schools** – from calculators and geometry sets to teaching equipment for STEM subjects.



Pupils from Dunfermline High School participate in our 2019 Fife Technology Challenge.

# 10,000

Approximately 10,000 primary and secondary school children attend our STEM workshops each year

# Inclusive recruitment

We're encouraged by the progress being made in attracting an increasing number of women, especially for our internship programme and at a graduate level. In 2019, 27 percent of our new graduate recruits were female. This intake is from courses covering STEM subjects where women represent between 15 and 26 percent of students\*, so we're recruiting above the market availability. There is however, a year on year increase of over 1,000 women graduating in STEM subjects, building a stronger pipeline of female talent. Our goal is to achieve the same trend in apprenticeships at our plants in Fife, Fawley and Newport.

In 2019, UK-wide, ExxonMobil welcomed;

- 37 graduates (27 percent female)
- 31 one-year industrial placements (19 percent female) and 46 summer placements (52 percent female)
- 88 apprentices and technicians (12.5 percent female)
- 6 administration support roles (83 percent female)
- 55 experienced managerial and professional employees (16 percent female)

\* WISE, Core STEM graduates 2018 Statistics

## Recruitment initiatives:

- Engineer Your Career – An annual ExxonMobil event for 100 female engineering undergraduates at universities around the UK.
- Future Female Engineer – A series of 'Target Jobs' events with potential recruitment candidates from around the UK.
- We have attended STEM Women careers fairs in order to promote the wide range of opportunities that we have made available to female STEM students.
- In 2019 we ran a Black, Asian and Minority Ethnic (BAME) mentoring and career coaching pilot with University College London (UCL). The pilot focused on attracting BAME undergraduates and provided mock interviews, curriculum vitae workshops and networking events.
- We have launched a mentoring programme in conjunction with the UCL Engineering society to grow employability skills with ethnic minority engineering students.
- We are a founding supporter of Equal Engineers, an organisation which connects inclusive employers with diverse candidates in engineering and technology, providing assistance to launch its jobs platform.
- In 2019 we were headline sponsors at the Edinburgh Graduate and Apprentice Fair and the South Coast Engineering and Tech Careers Fair, which were both local to our facilities in Fife and Fawley.



**Nisha Kandola,**  
Utilities improvement  
engineer

"Diversity is more than just gender and race. It covers cognitive diversity and the way you think and if we can allow everyone to excel then we'll have a creative workforce that works effectively together."



**Pavundeep Singh,**  
Placement student –  
maintenance analyst

"To me, inclusion and diversity means looking out for other people. It's as simple as that. My deafness has meant that I am often excluded or overlooked but ExxonMobil have not only accommodated my disability, they also make me feel like a valued member of the team here at Newport."

# Fuelling the UK safely and responsibly

## ExxonMobil in the UK

ExxonMobil is one of the world's largest publicly-traded energy providers and chemical manufacturers. We harness our global experience, the ingenuity of our people and our outstanding technology capability to help safely and responsibly meet the world's growing need for energy and high quality chemical products. Over 2,500 ExxonMobil employees work in the UK. Depending on need, we also engage over 2,000 contractors.

### Newport

- 100 employees
- Specialises in the production of soft touch plastics that are widely used in the automotive industry under the Santoprene™ brand

### Fawley manufacturing complex, Hampshire

Integrated refining and chemical manufacturing.

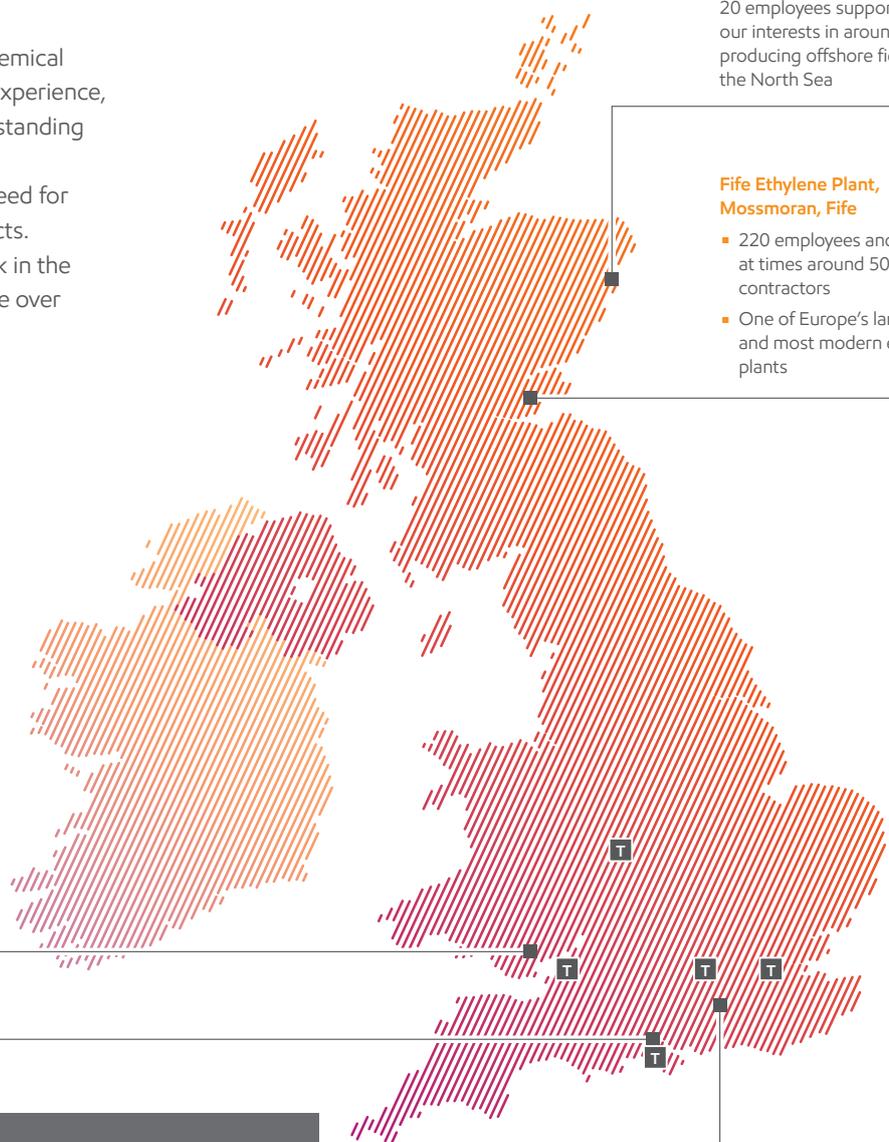
- 1,460 employees and at times around 2,000 contractors
- Largest refinery in the UK and one of the most sophisticated in Europe

### Aberdeen

20 employees supporting our interests in around 35 producing offshore fields in the North Sea

### Fife Ethylene Plant, Mossmoran, Fife

- 220 employees and at times around 50 contractors
- One of Europe's largest and most modern ethylene plants



### Leatherhead, Surrey

- 450 employees
- UK headquarters

## Committed to safety, community and the environment

We are dedicated to protecting the health and safety of our employees, contractors and neighbours. We are also committed to continuous efforts to improve our environmental performance throughout our operations, in the UK and around the world. We report on our progress annually through our Sustainability Report.

Today our world faces a dual challenge of meeting growing energy needs while also reducing the risks of climate change. We support the Paris Agreement and are committed to addressing this dual challenge – working alone and in collaboration with others to research and develop next-generation technologies, develop products that help customers reduce their emissions, improve energy efficiency and bring forward policy solutions. More information can be found on our website

[www.exxonmobil.com](http://www.exxonmobil.com) or [www.energyfactor.co.uk](http://www.energyfactor.co.uk)

### T Fuel terminals

- Avonmouth, near Bristol
- Birmingham
- Hythe, near our Fawley manufacturing complex in Hampshire
- Purfleet, Essex
- West London, near Heathrow

80 employees working in five terminals enable fuel to be distributed around the UK.

### Homebased workers

110 employees work from home.

### Project offices

We have 80 employees working in project offices in the south-east of England.

"The new enhanced shared parental leave policy allowed us both to progress with our careers while sharing the responsibility and joy of parenting."

Kevin and Sian Wilson,  
Project engineer / Business team leader

# Developing and retaining a premier workforce

We place a high priority on employee development, with an approach based on long-term career orientation and development within our global organisation. Employees' skills and competencies are built through training and work experiences in a wide range of assignments.

## Commitment to excellence

We have established an enhanced I&D training programme to help foster an inclusive culture, including:

- 'Sustaining an Inclusive Work Environment' training course.
- Unconscious bias training to assist with recognising and removing bias.

## Long-term commitment

We're proud of our employee retention record in 2019 of 98 percent in the UK, with an average length of service of nearly 15 years. Like many companies however, for a range of reasons, a higher number of women are leaving the company mid-career than men of the same age. In 2019, for example, women aged 30 – 39 left the company at a higher rate (3.43 percent) than men (1.96 percent). To help address this we implemented the following policies in 2019:

- **Enhanced shared parental leave**, including an online parental leave toolkit and coaching programme pilot.
- **Core working hours** at Fawley manufacturing complex. Introducing this policy at our operational site means greater flexibility for employees in technical and business support positions.
- **One to one mentoring** is now open to all employees to support people in their professional development.

# 98%

Employee retention  
in 2019, in the UK



## Male advocacy for gender balance

### 'Working Together' workshop

Male advocacy for gender parity is often key to changing behaviours within an organisation. This powerful stereotype awareness initiative, sponsored by our Women's Interest Network (WIN), creates a 'working together' forum for discussion at the Fawley manufacturing complex. Talking openly about the old stereotypes and their impact, has led many to see things from another's perspective. As a result we continue to focus on positive behaviour and open dialogue is being embodied in the way we work.

"Male advocacy is critical if we're going to improve behaviours. The 'Working Together' workshops provide an opportunity for open dialogue where men can listen to what women are telling us and are able to respond to that."

**Simon Downing,**  
Fawley plant manager



"I'm proud to work at ExxonMobil because I feel listened to. The enhanced shared parental leave policy and 'Working Together' workshops are examples of issues that have been raised and the company has acted to build a more inclusive environment by changing behaviours and policies."

**Emma Roberts,**  
Operation gross margin analyst



# Fostering a productive work environment



## Strong Culture - Strong Future

Our values and our determination to succeed guide us in creating a strong, nurturing culture. We aim to support each other, to enhance our individual and company performance and to make work enjoyable.

### Employee networks

Our employee networks aim to inspire and celebrate inclusion and diversity across ExxonMobil, to identify priority actions and drive improvements. They include the People's Interest Network at the Fife Ethylene Plant, Life at our Head Office in Leatherhead and the Healthy Living Group at the Fawley Chemical Manufacturing Plant. Our New ExxonMobil Employee (NEME) group, PRIDE network and Women's Interest Network (WIN) support employees throughout the UK.

Networks reflect local needs. Whether it is organising football tournaments or tackling our big issues in workshops and training courses, our networks are a valuable resource. In 2019, employees at Fife Ethylene Plant and Fawley both celebrated with International Food Fayres, sampling homemade food from the many nationalities working on these sites.

### Inclusion and diversity week

During 2019 our employee networks ran I&D events across a number of our sites in the UK culminating in a week of activities in September 2019, in parallel with National Inclusion Week. Our celebrations comprised inspirational networking and training sessions including; unconscious bias, gender equality and appreciating cognitive diversity. We worked with partners from Stonewall, who campaign for the equality of lesbian, gay, bisexual and trans people across Britain, to create a session on how best to respond when a colleague comes out in the workplace.

We work with Catalyst throughout the year – a global non-profit organisation working with some of the world's leading companies to help build workplaces that work for women. During our I&D week they helped us drive change by delivering their 'Men Advocating for Real Change' workshop.



**Liz Lee,**  
Geoscientist and co-chair,  
Leatherhead WIN

"I joined the WIN because I wanted to make a difference. It's a fun network to be part of. There are amazing women and men, focused on creating a more inclusive and diverse workforce and environment."



**Liam Bale,**  
Regional supply manager  
and UK PRIDE president

"I've been inspired by my colleagues' stories of how our PRIDE employee network has had a positive impact on their lives, whether it be allies who come to events to support the LGBT community, or LGBT people who find strength in the existence of our network, and are able to come out and be their true selves in the workplace."

#### I&D UK leadership network

Setting strategy and embedding local activity

#### I&D core teams

Regional teams bringing consistency to I&D activities

#### Employee networks

Delivering local events that drive change



**Women’s Interest Network**

Our Women’s Interest Network (WIN) connects women throughout the UK with their vision – ‘All women maximise their professional advancement in an inclusive work environment enhancing ExxonMobil’s competitive advantage.’

Throughout the UK, WIN is active in addressing some of the barriers to female progression through initiatives such as network events, and advocacy workshops. They also coordinate outreach support, for example support for local food banks, providing Christmas gifts and food for children.

**PRIDE employee network**

Our PRIDE vision is to be a LGBTQ+ and ally employer of choice. In 2019 colleagues from sites across the UK represented the company for the first time at the London and Kirkcaldy Pride parades. Over 60 employees, joined by friends, family and partners, marched to display ExxonMobil’s commitment to inclusion, diversity and LGBT equality. Fawley also became the first ExxonMobil site globally to fly the rainbow flag for the whole of PRIDE month in June 2019.



**Kylie Bishop, Environmental engineer**

“Our employee networks encourage us all to create an inclusive culture that delivers high performance. The People’s Interest Network (PIN) in Fife delivered a ‘Balanced Leadership’ event with TEDx speaker and global author Michele Mees. Over 100 colleagues were encouraged to actively challenge their views of cultural norms and identify value in diverse traits.”



**Ceri Roberts,**  
Process operator and  
mental health ambassador

“You can have a mental illness and still be high functioning. However, just because one can carry it well, doesn’t mean it isn’t heavy. Men aren’t always good at talking about this, but it’s hugely important to me that I can speak openly about my own mental health and encourage others to do the same when they need support.

When I was ill with depression, the support I received from ExxonMobil allowed me to take time to focus on my health when required, yet still return to my role and progress in my career. It’s not always easy, but it’s vital that we normalise the topic of mental health throughout all our UK sites.”



**Chloe Connolly,**  
Fawley capital budget  
coordinator and mental  
health steering group  
coordinator

“We started the mental health conversation at Fawley with a small group of people meeting for a ‘tea and talk’ event. From there it’s expanded into a small group of people creating events for people all over the site. Now we’ve started an organic conversation around mental health and we’re trying to incorporate positive mental health into everything that we do.”



Chris and Mukai from 3D Fitness gym at our Leatherhead office

## Employee wellbeing

### Championing positive mental health

Positive physical and mental health is fundamental to employee wellbeing. In 2020 and beyond, mental health will be a key I&D priority for ExxonMobil. Our new UK Mental Health Steering Committee will develop a strategy in partnership with supervisors, local mental health teams and employee networks to build momentum from existing initiatives that have been delivered at some of our sites.

We provide comprehensive support ensuring that employees are supported at any stage of

illness. Whether it is helping shift-employees to identify symptoms through mindfulness training or providing more support with our AXA employee helpline, we offer support right through their journey. We also provide medical support where required in partnership with our healthcare partners at Bupa.

In 2020, we will develop our mental health first aid action plan to include mental health awareness training at all sites around the UK.

Having the Samaritans as our Leatherhead Charity of the Year for 2019 has helped to raise the profile of mental health. Throughout the year the site has raised over £9,000.



# Developing inclusive leaders

## Developing leaders from within

ExxonMobil has a longstanding focus around the world on developing future leaders, drawing upon our diverse employee population. In the UK in 2019 we have continued to promote men and women at a similar rate with 21 percent of women and 19 percent of men being promoted. 29 percent of our UK female workforce are in management positions with 21 percent in senior management positions. This has risen from 24 percent and 14 percent six years ago. This is a larger proportion than the share of women in our UK workforce overall (17 percent).

## Leadership commitment to inclusion and diversity

Our leaders must collaborate effectively in a complex global environment and their behaviours are critical. Whether that is setting standards, inspiring and motivating, promoting innovation or demonstrating a truly inclusive approach, we expect our leaders to exhibit positive behaviours.

This is why we invest in training programmes designed to equip managers to lead diverse global teams and include training in areas such as unconscious bias and how to apply appropriate behaviours in the fair and equitable development of others.

Our 'Sustaining an Inclusive Work Environment' training programme for leaders highlights the importance of diversity to our future success and why it's critical to foster a productive and inclusive work environment.

## Powerful Women

In April 2019, ExxonMobil was proud to sponsor the Powerful Women Conference in London. Powerful Women is an initiative to advance the professional growth and leadership development of women across the UK's energy sector.

## Creating connections

We go beyond our internal culture and employee experience to look outwards to ensure that we procure from a diverse range of suppliers. We partner with WEConnect International – a global network that connects multinational organisations and women-owned enterprises.

**WEConnect**  
INTERNATIONAL  
Connecting Women's Enterprises with Market Opportunity



# Beyond 2020

As ExxonMobil adapts to a changing business operating environment, it's important that our working environment reflects the views and aspirations of our current and future workforce. Inclusion and diversity is critical to our future success. We aim to build on our progress, take advantage of the momentum created and ensure that we benefit from the skills and perspectives of the full breadth of our workforce.

## Our focus for the future

In addition to our core priority areas we intend to:

- Broaden our pipeline of talent in areas where women are under-represented including initiatives with black, asian and minority ethnic (BAME) and disability groups such as Equal Engineers.
- Deepen our existing networks and create new partnerships.

- Expand the measurement of our inclusion and diversity metrics.

We will apply additional focus on:

- Workplace flexibility – including providing supervisor training.
- Mental health – launching our new strategy in 2020.
- Retention of employees throughout their career, in particular mid-career females, through training, development and encouraging uptake of our enhanced shared parental leave policy.
- Training and development – providing enhanced inclusion and diversity training to challenge bias and mental health awareness training.



# Our 2019 gender pay gap

Our company-wide gender pay gap in 2019 was 7.1 percent. Gender balance in the workplace, where all employees can achieve their potential, is not only the right thing to do, but is good business and creates competitive advantage.

Our company-wide gender pay gap is smaller than the national average. Despite the widening of our median gender pay gap, our mean percentage gap is consistently on a downward trend.

In the third year of reporting we are now seeing a pattern that highlights the many variables that can change from year to year. This year, the change has been driven by a number of factors:

- Our median pay gap has increased to 7.1 percent. This is because proportionately more women have joined the company in entry level positions and proportionately more higher-earning women have left or retired than men.
- We continue to see an improvement in our mean percentage gap due to a fall in the total number of women and a rise in overall bonus payments to women within ExxonMobil Chemical Limited.

## ExxonMobil UK gender pay gap results

		2017	2018	2019
<b>Median and mean pay gap</b>				
Median pay gap		0.8%	3.9%	7.1%
Mean pay gap		10.2%	9.1%	7.1%
<b>Proportion of employees in each quartile pay band</b>				
Upper quartile	Male ♂	83.9%	83.5%	83.0%
	Female ♀	16.1%	16.5%	17.0%
Upper middle quartile	Male ♂	82.5%	84.1%	86.3%
	Female ♀	17.5%	15.9%	13.7%
Lower middle quartile	Male ♂	92.4%	91.7%	89.6%
	Female ♀	7.6%	8.3%	10.4%
Lower quartile	Male ♂	73.0%	73.4%	74.7%
	Female ♀	27.0%	26.6%	25.3%
<b>Proportion of employees receiving a bonus</b>				
	Male ♂	17.0%	16.6%	16.2%
	Female ♀	19.0%	19.0%	17.9%
Median bonus gap		7.7%	3.1%	-1.7%
Mean bonus gap		30.4%	40.5%	34.6%

# Understanding our figures



Elaine Cole,  
UK HR manager

“Although our company-wide figure is good compared with the national average, we continue to work hard to recruit females and to improve our workplace flexibility programme to retain the women that we have if they wish to start a family. We’re absolutely committed to long-term progress in this area.”

## What is the gender pay gap?

Organisations with 250 UK employees or more must report publicly on their mean (average) and median (middle point) gender pay gaps. The gender pay gap is the percentage difference between the hourly earnings for men and women.

The gender pay gap is not about equal pay. ExxonMobil has had a long-standing policy to pay men and women equally for equal work.

## Factors influencing gender pay

- Our low percentage of female employees (17 percent) means that small changes can give greater fluctuation in statistical results.
- Overall our female management population remains relatively constant at 29 percent in 2019.
- There are fewer women studying STEM courses at university. The average for all STEM courses is around 26 percent women, while on engineering courses females normally make up only 15 percent of the class total.\*

## Long-term approach to closing the gap

We are taking a long-term and strategic approach to closing the gap. Changing the balance in our employee population will take time. We are making a positive shift in our recruitment of early-career women, but we acknowledge that the gap may widen before it closes. We aim to build on our achievements to date. While we still face some short-term challenges, the actions taken now will be far reaching, with more long-term impact.

## ExxonMobil UK gender pay gap

ExxonMobil has two separate employing UK affiliates, Esso Petroleum Company, Limited and ExxonMobil Chemical Limited. As both of these businesses have the same policies and approach to pay and remuneration, we present combined figures for ExxonMobil in the UK.

Our company-wide figure is performing above the national average, however, whilst there is still a gap, we are continuously working to find the best solutions to close the gap.

### 2019 AVERAGE GENDER PAY GAP



17.3%

7.1%

# 7.1%

Our company-wide  
gender pay gap

#### References

\* WISE, Core STEM graduates 2018 Statistics

\*\* Office for National Statistics, Gender pay gap in the UK: 2019 Report, October 2019

# Statutory disclosure

Esso Petroleum Company, Limited					
		2017	2018	2019	
<b>Median and mean pay gap</b>					
Median pay gap		4.1%	1.3%	3.9%	
Mean pay gap		13.3%	12.6%	11.4%	
<b>Proportion of employees in each quartile pay band</b>					
Upper quartile	Male	♂	83.6%	82.2%	81.6%
	Female	♀	16.4%	17.8%	18.4%
Upper middle quartile	Male	♂	80.9%	80.1%	81.4%
	Female	♀	19.1%	19.9%	18.6%
Lower middle quartile	Male	♂	88.7%	90.4%	90.4%
	Female	♀	11.3%	9.6%	9.6%
Lower quartile	Male	♂	70.3%	70.8%	70.5%
	Female	♀	29.7%	29.2%	29.5%
<b>Proportion of employees receiving a bonus</b>					
		♂	20.4%	19.9%	19.9%
		♀	20.3%	21.8%	20.7%
Median bonus gap			3.1%	10.3%	7.7%
Mean bonus gap			30.5%	46.2%	43.4%

ExxonMobil Chemical Limited					
		2017	2018	2019	
<b>Median and mean pay gap</b>					
Median pay gap		17.1%	17.3%	17.4%	
Mean pay gap		12.6%	12.7%	8.6%	
<b>Proportion of employees in each quartile pay band</b>					
Upper quartile	Male	♂	87.7%	89.9%	89.8%
	Female	♀	12.3%	10.1%	10.2%
Upper middle quartile	Male	♂	96.3%	96.1%	94.1%
	Female	♀	3.7%	3.9%	5.9%
Lower middle quartile	Male	♂	91.4%	88.3%	90.3%
	Female	♀	8.6%	11.7%	9.7%
Lower quartile	Male	♂	79.1%	81.0%	81.3%
	Female	♀	20.9%	19.0%	18.7%
<b>Proportion of employees receiving a bonus</b>					
		♂	10.0%	9.1%	8.6%
		♀	12.2%	7.5%	7.2%
Median bonus gap			59.7%	-9.9%	-41.8%
Mean bonus gap			63.8%	-20.4%	-102.4%

ExxonMobil in the UK employs over 2,500 people across two affiliates to which the government's gender pay gap regulations apply: Esso Petroleum Company, Limited and ExxonMobil Chemical Limited.

The methodology used to report our data complies with the regulations and the Advisory, Conciliation and Arbitration Service (ACAS) Gender Pay Gap Reporting Guidance. The calculations include all UK employees at the two aforementioned affiliates, as at 5 April 2019, whether working in the UK or overseas on expatriate assignments, where their work has a strong connection to the UK.

**27%**  
of graduate recruits in 2019 were female

**29%**  
of female employees are in management positions

#### Declaration

I confirm that gender pay gap data contained in this report for ExxonMobil companies in the UK is accurate and complies with UK regulations.

*Mike Cooper*

**Mike Cooper**  
Chairman, Esso UK and Lead Country Manager for ExxonMobil companies in the UK



# ExxonMobil



exxonmobil\_uk  
exxonmobil\_fep



exxonmobilfep  
exxonmobil\_fawley

exxonmobil.co.uk  
energyfactor.co.uk

Successful together