

Essar
**Gender
Pay Gap
Report**
2021





Essar Gender Pay Gap Report 2021

Committed to improving our gender pay gap: Essar Oil UK results

Our gender pay report summarises the percentage difference between mean and median earnings for men and women at Essar Oil (UK) Ltd.

Gender Pay Gap 2021

Mean (average)

15%

Median (middle)

13%

Mean (average) 2020: 22%
Median (middle) 2020: 18%

Gender Bonus Gap 2021

Mean (average)

25%

Median (middle)

0%

Mean (average) 2020: 37%
Median (middle) 2020: 12%

Proportion of employees receiving bonus payments

This is calculated according to the number of males and females who received bonus payments (Special Recognition Awards and Long Service Awards) in the 12 months ending on 5th April 2021.



20%

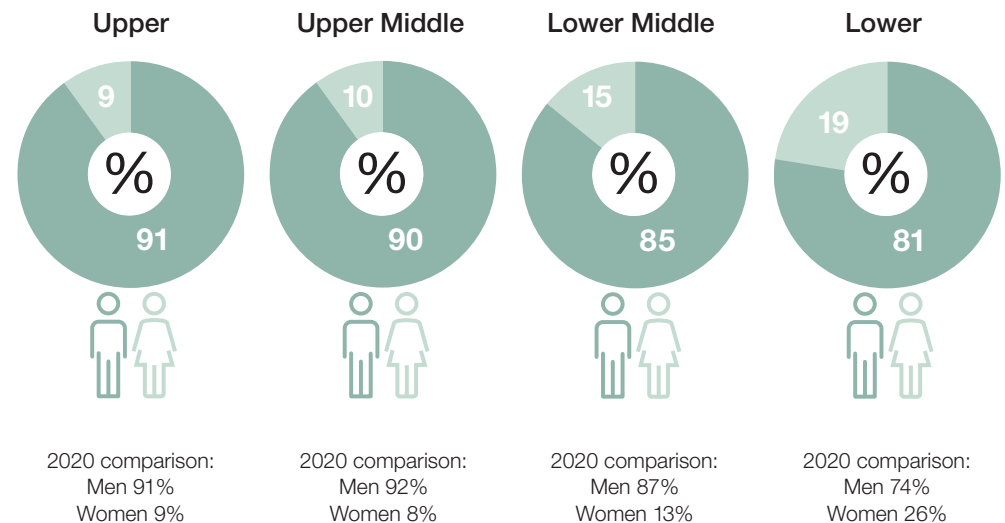
2020 comparison:
Men 90%

21%

2020 comparison:
Women 88%

Proportion of employees in each pay quartile band

This is derived by ranking all male and female employees from the highest hourly rates of pay to the lowest hourly rates of pay and then dividing them into four sections (quartiles) with an equal number of employees in each section. We have ensured that those employees with the same hourly rate of pay are distributed evenly by gender where they cross the quartile boundaries.





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Understanding the gender pay gap and next steps

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Improving our gender pay gap

Essar Oil (UK) Ltd is committed to continuing to make progress on addressing the gender pay gap. We recognise that this period was significantly impacted by the restrictions applied to respond to Covid-19 pandemic and comparisons should consider longer-term trends as well as year-on-year changes.

We operate in the downstream oil industry, and this is a sector where women have, to date, been under-represented. To encourage women in our industry, we do have women enrolled on L3 apprenticeships and L5 apprenticeships for those in senior positions. We also actively ensure women are enrolled and completing shorter regulatory training that is applicable to their job role and progression.

Our workforce is highly-skilled and the technical skill set is heavily specific to the Oil and Gas industry, resulting in opportunities for movement between companies and across the sector being limited. This reflects in our high employee retention rates and long service awards issued, contributing to the bonus payments made.

Covid-19 curtailed some company-wide bonuses from being paid. However, Special Recognition Awards and Long Service awards continued to be paid. Due to being an industry which has predominately been male dominant over the years, the recipients of the long service awards tend to be men.

This report demonstrates we have made some progress in addressing our gender pay gap and we remain committed to making further improvements to address this issue.

There has been some improvement from last year in terms of the distribution of female employees across our quartile bands.

This makes each of the quartile bands more representative of the overall 15% figure of women in our workforce.





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How we plan to continue our improvement

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Over the coming year, we plan to:-

- Build on our learning from our ways of working during the pandemic to further develop flexible working practices.
- Improve gender representation in our executive and senior leadership teams through key appointments.
- Continue working with our awarding body GQA to increase the number of female assessors we have on site. We are a centre of excellence demonstrating outstanding skills and behaviours to Cogent skills, ICHEM, and SIAS and want to promote not only successfully female employees but also successful female assessors that contribute to our apprenticeship and education delivery.
- Better understand why women may drop out of our recruitment processes and take action to address any hurdles which may be encountered by them.
- Analyse our career development data to better understand our current approach and outcomes and use this to identify and address any issues.

Some explanatory notes

- In this report, and in line with current requirements, gender is reported in a binary way. The current requirements mean we are unable to report non-binary and other identities in this report.
- The methodology used for calculating the data included in this report is consistent with the Government Equalities Office Guidance (updated February 2022).
- In line with reporting guidelines, the data for pay in this report refers to payments made in April 2021. Bonus data reflects payments made in the year ending 5th April 2021.
- The figures for each relevant employee (as defined by the legislation) relates to hourly rate of pay. This includes base salary and other allowances, together with bonus payments received over the 12-month period.

Statutory Declaration

I confirm that the information and data provided in this report is accurate and in line with mandatory requirements.

Mark Pennifold
Chief People Officer

