



# Essar Oil UK Gender Pay Gap Report 2023

## Gender Pay Gap

Mean (average)

14.4%

Median (middle)

5.1%

## Gender Bonus Gap

Mean (average)

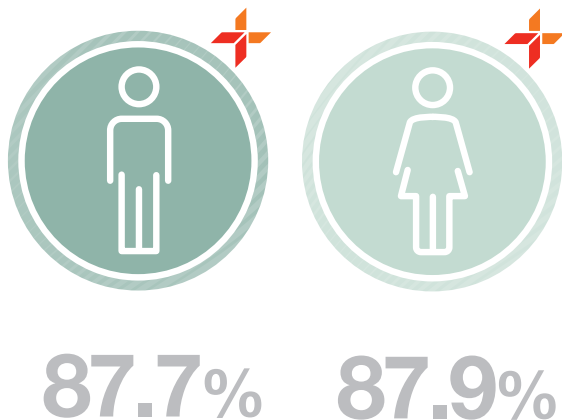
18.3%

Median (middle)

2.6%

## Proportion of employees receiving a bonus for performance year 2022/2023

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 2023.



## Some explanatory notes

The methodology used for calculating the data included here is consistent with the Government Equalities Office Guidance (published 27th February 2023). In line with reporting guidelines, the data for pay refers to payments made in April 2023. Bonus data reflects payments made in the year ending 5th April 2023. 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.

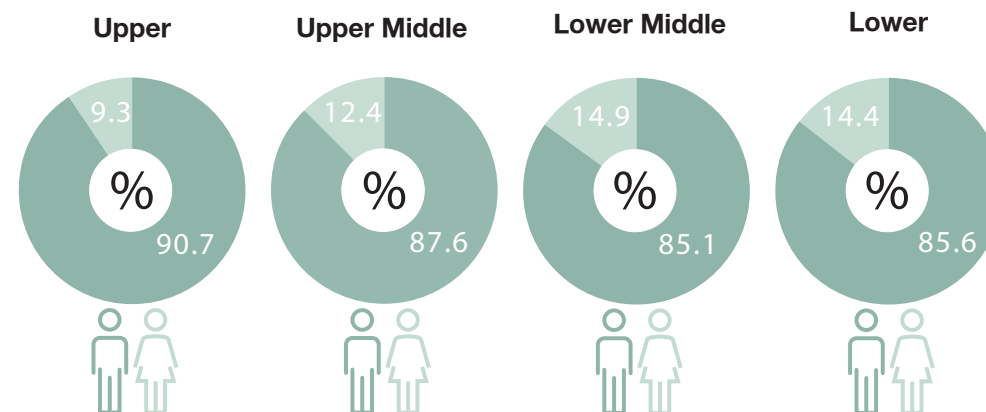
In this report, and in line with current requirements, gender is reported in a binary way. The current requirements mean we are unable to report non-binary and other identities here.

# The gender pay gap: Our results

## Proportion of employees in each pay quartile band

The figures in the following charts are derived by ranking all male and female employees from the highest hourly rates of pay to lowest hourly rate 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.

## Pay Quartiles



## Our statutory declaration

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

*Nimish Khare*

Nimish Khare, Chief People Officer

