

Statutory Disclosure

Esso Petroleum Company, Limited				
		2018	2019	2020
Median and mean pay gap				
Median pay gap		1.3%	3.9%	4.7%
Mean pay gap		12.6%	11.4%	7.3%
Proportion of employees in each quartile band				
Upper Quartile	Male	82.2%	81.6%	81.5%
	Female	17.8%	18.4%	18.5%
Upper middle quartile	Male	80.1%	81.4%	81.8%
	Female	19.9%	18.6%	18.2%
Lower middle quartile	Male	90.4%	90.4%	90.0%
	Female	9.6%	9.6%	10.0%
Lower quartile	Male	70.8%	70.5%	71.3%
	Female	29.2%	29.5%	28.7%
Proportion of employees receiving a bonus				
	Male	19.9%	19.9%	19.2%
	Female	21.8%	20.7%	20.2%
Median bonus gap		10.3%	7.7%	-4.7%
Mean bonus gap		46.2%	43.4%	26.2%

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 2020, whether working in the UK or overseas on expatriate assignments, where their work has a strong connection to the UK.

38%

of graduate recruits in 2020 were female

28%

of female employees are in management positions

ExxonMobil Chemical Limited				
		2018	2019	2020
Median and mean pay gap				
Median pay gap		17.3%	17.4%	14.2%
Mean pay gap		12.7%	8.6%	8.6%
Proportion of employees in each quartile band				
Upper Quartile	Male	89.9%	89.8%	90.3%
	Female	10.1%	10.2%	9.7%
Upper middle quartile	Male	96.1%	94.1%	91.4%
	Female	3.9%	5.9%	8.6%
Lower middle quartile	Male	88.3%	90.3%	90.9%
	Female	11.7%	9.7%	9.1%
Lower quartile	Male	81.0%	81.3%	79.7%
	Female	19.0%	18.7%	20.3%
Proportion of employees receiving a bonus				
	Male	9.1%	8.6%	7.8%
	Female	7.5%	7.2%	10.1%
Median bonus gap		-9.9%	-41.8%	-32.8%
Mean bonus gap		-20.4%	-102.4%	24.3%

Declaration

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



Paul Greenwood

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