



Gender Pay Report 2017



A message from the Chairman

This is our first public report on gender pay and I'm pleased that the data it contains reflects ExxonMobil's longstanding commitment to equal pay, consistent with the fundamental values of our company. More broadly, it highlights the progress we are making to increase the number of women employed by us at all levels in the UK and to accelerate the pace of change.

We know that our future business success depends on our ability to attract, retain, and inspire the best people from a diverse talent pool. We recognise the need to achieve greater female representation at all levels, including at the most senior levels across our companies.

Like many in our sector, we rely on the expertise of graduates and skilled professionals from Science, Technology, Engineering and Mathematics (STEM) related fields. In the UK in 2016/17, only 24% of STEM graduates* were female. However, in the last couple of years at ExxonMobil, almost one third of our engineering new hires in the UK were female.

The evidence suggests we are making good progress in reaching out to the next generation of scientists, technologists and leaders, both male and female, while

providing exciting opportunities for our existing 2,500 employees in the UK.

However, we are not complacent and there is much more to be done as we continue on this journey. We welcome the UK government's focus in this area and we will continue to champion it within our own organisation and within our sector. I hope that our future gender pay reports will reflect our progress.

I am proud of our female trailblazers who are leading the way in our industry and I look forward to welcoming more women to our company to build successful and lasting careers with ExxonMobil. For us, an inclusive workplace, where all can achieve their full potential, is a source of competitive advantage and simply makes good business sense.



Mike Cooper

Chairman, Esso UK Limited
Lead Country Manager, ExxonMobil companies in the UK

See our Gender Pay video.

<http://www.exxonmobil.co.uk/en-gb/company/gender-pay/gender-pay-report>



* WISE: Core STEM Graduates Report, 2017

Reporting on gender pay

New regulations in the UK mean that large employers are now required to publish data on gender pay. This page explains the metrics we have used overleaf:

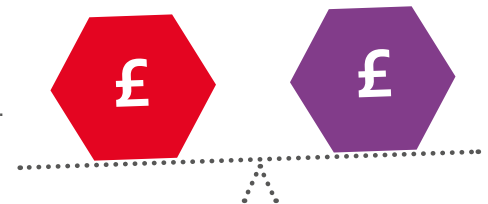
What is the difference between the gender pay gap and equal pay?

The gender pay gap is the percentage difference between the mean (or average) hourly earnings for men and women. The gender pay gap isn't the same as equal pay. Equal pay, where men and women doing the same job are paid the same, has been a legal requirement in the UK for 48 years.

Mean vs Median

The UK Gender Pay Gap reporting regulations require both the Median and Mean data to be reported. These metrics illustrate different aspects of the distribution of pay across an organisation. The **mean** is the overall average of the whole sample and can be subject to the influences of any significantly higher or lower salaries within the sample. The **median** shows the middle-most salary of a sample and is more resistant to the influence of data extremes.

MEAN DATA



MEDIAN DATA



KEY:



Gender pay within ExxonMobil

Analysis of our gender pay data

Our gender pay data shows we are on the road to achieving gender pay equity across our UK businesses. Whilst the evidence suggests we have essentially achieved pay equity for similar roles and performance on a median pay basis, analysis of our mean, or average, pay gap reinforces our desire to increase the number of women at all levels in our workforce and to see a continued increase in the number of women progressing into senior management roles.

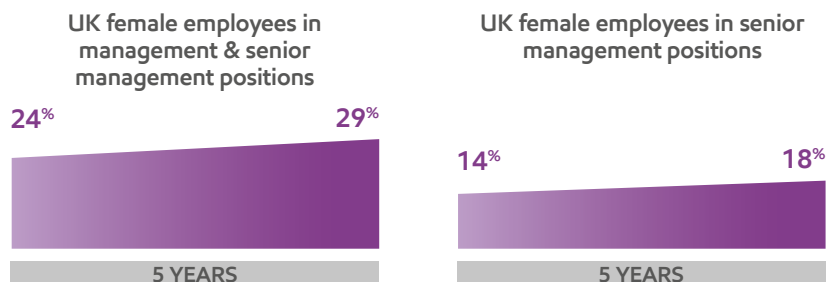


What's behind our pay data?

A compensation philosophy independent of gender. At ExxonMobil we reward our employees for their performance and we are committed to pay competitively within the markets in which we operate. It is important to note that compensation, development and progression are highly integrated. As people advance through various career stages, pay grade and total compensation will advance accordingly. Each employee is compensated independent of gender. This ensures alignment of compensation among employees with similar performance and experience, who are in jobs of similar scope and complexity. This longstanding philosophy contributes to the very small median pay gap.

Proportionately more men than women in senior roles. Men still make up the majority of ExxonMobil's workforce. There are more men in senior roles and this impacts the mean, or average, pay gap.

We are continuing to improve our gender balance at all levels, including technical and leadership roles. Within ExxonMobil's senior management globally, 18% are women. This represents an increase of 50% over the past decade. Our UK data is consistent with this trend, with the number of women in management positions increasing from 24% to 29% in the last five years and the number of female employees working at senior management levels increasing from 14% to 18%.



Distribution of allowances. We have a large number of technicians who work shifts at our manufacturing sites. These roles attract a shift allowance which increases workers' pay. Consistent with other engineering and manufacturing sectors, these roles are largely undertaken by men.

About 27% of ExxonMobil employees receive a shift allowance and of these, 97% are male. This impacts the mean, or average, pay gap, as well as our pay quartiles, as illustrated on page 5.

Through our school outreach initiatives, we are striving to increase our female technician population. We are starting to see the results in our apprenticeship programme and will continue to make this a focus area.

Gender pay within ExxonMobil

Pay quartiles across all UK employees

Pay Quartile	Male	Female
Upper	84%	16%
Upper Middle	83%	17%
Lower Middle	92%	8%
Lower	73%	27%

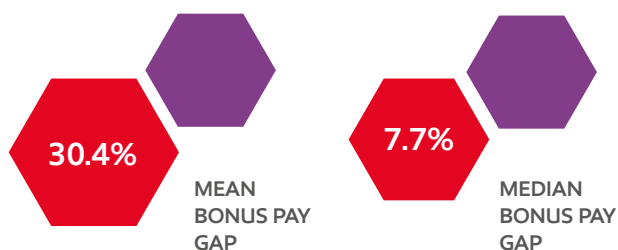
This data illustrates the gender distribution across ExxonMobil in the UK in four equally sized quartiles, each containing approximately 614 employees.

Overall, women currently represent 17% of ExxonMobil's total workforce in the UK, which is echoed in female representation in the two top quartiles of the organisation.

Bonus pay reporting

We are required to share data on bonus pay. The ExxonMobil corporate incentive programme is limited in scope as the pay and benefits scheme puts a premium on base pay. This allows our employees to have more certainty about their income and reflects our long-term approach to employment. Base pay also has an impact on other benefits, like the pension plan.

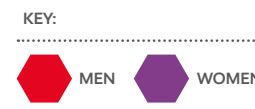
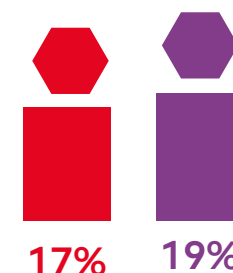
Understanding the gender bonus data



Our mean and median bonus gaps of 30% and 7.7% respectively are driven by the fact that there are proportionately more men in the most senior roles, a common feature of our sector and one which we are working to change. The mean gap is larger than the median as it tends to be sensitive to outliers, whereas the median is not as influenced by outliers and provides a more realistic representation of the data.

Proportion of employees receiving a bonus

In the 2016-17 reporting period, 19% of our UK female employees and 17% of our male employees received an incentive payment.



MISSION : POSSIBLE

Right Team, Right Chemistry, Right Approach

We have empowered our management teams to address the challenges and opportunities of diversity in a number of ways...

To increase the number of our female employees. In the UK, our recruitment teams are reaching out to a diverse pool of talented and highly qualified candidates through initiatives such as our 'Women in ExxonMobil' and 'ExxonMobil Engineering Challenge' events as well as our university and school programmes. *We have also increased the level of female Graduate hires from 24% in 2013 to 52% in 2017, and the level of female Apprentices from 7% to 36% during the same period.*

To focus on early identification and mentoring of high-performing employees, regardless of gender. Management teams regularly discuss our strategy regarding the advancement and development of women. Robust development processes and management reviews ensure we can draw upon talented and qualified individuals from diverse backgrounds for roles at each level of our company. *This has contributed to the increase in UK female employees in management positions from 24% to 29% in the past five years, and the number of UK women in the most senior leadership roles has increased from 14% to 18% in the same period.*

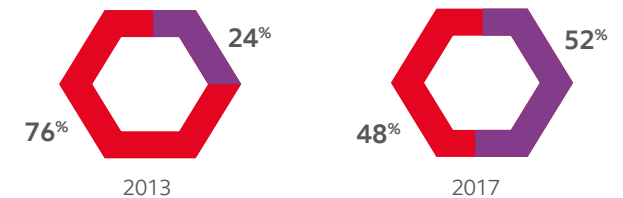
To offer leadership and technical training. In 2016, 1472 female employees from across ExxonMobil's businesses worldwide participated in senior leadership training programmes.

To strive for a diverse workforce that reflects the communities and customers we serve. Our 'Diversity Framework' is the foundation of our global approach to achieve this goal. We are committed to providing an inclusive workplace where all employees can flourish and achieve their full potential, consistent with our equal opportunity policy. *In 2016/17, 2,800 of ExxonMobil's global workforce attended inclusion and diversity training.*

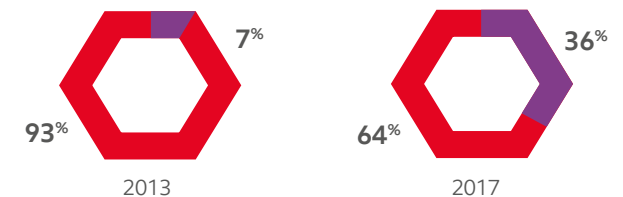
To champion local employee networks that foster diversity and inclusion. Across our UK sites, we sponsor employee led voluntary groups such as 'Women's Interests Networks', 'PRIDE' (LGBT) and 'New ExxonMobil Employees'. They provide informal advice, networking, professional development and mentoring for employees.

To support people throughout their careers. Our workplace flexibility programmes help employees balance their work and life commitments. These programmes may be customised to meet individual needs and preferences.

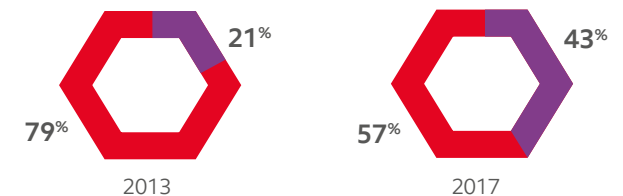
Graduate new hires



Apprenticeship numbers



Graduate, managerial and professional technical position new hires



KEY:



Statutory disclosure

ExxonMobil in the UK employs approximately 2,500 people across the two companies covered by the Regulations: 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 employees employed by the two aforesaid companies, whether working in the UK or overseas on expatriate assignments, where the employment relationship has a strong connection to the UK.

In this report, we combine the data for Esso Petroleum Company, Limited and ExxonMobil Chemical Limited as we believe this is more representative of our ExxonMobil UK organisation.

See the details of our Gender Pay report and see the Gender Pay video on our ExxonMobil UK website.
<http://www.exxonmobil.co.uk/en-gb/company/gender-pay>



Sonia Bingham, Fife Ethylene Plant Manager:

"I am pleased to see at ExxonMobil that we continue to attract and develop more females in all areas of our organisation, including senior management and technicians."



Emma Cochrane, Vice President, Liquefied Natural Gas (LNG) Business:

"I am proud to work for a company such as ExxonMobil which has an unwavering focus on educating everyone on the value of inclusion and diversity in the workplace."

DECLARATION

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

Mike Cooper

Chairman, Esso UK Limited
Lead Country Manager, ExxonMobil companies in the UK



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