



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
Median and mean pay gap				
Median pay gap		0.8%	3.9%	7.1%
Mean pay gap		10.2%	9.1%	7.1%
Proportion of employees in each quartile pay band				
Upper quartile	Male ♂	83.9%	83.5%	83.0%
	Female ♀	16.1%	16.5%	17.0%
Upper middle quartile	♂	82.5%	84.1%	86.3%
	♀	17.5%	15.9%	13.7%
Lower middle quartile	♂	92.4%	91.7%	89.6%
	♀	7.6%	8.3%	10.4%
Lower quartile	♂	73.0%	73.4%	74.7%
	♀	27.0%	26.6%	25.3%
Proportion of employees receiving a bonus				
	♂	17.0%	16.6%	16.2%
	♀	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	
Median and mean pay gap					
Median pay gap		4.1%	1.3%	3.9%	
Mean pay gap		13.3%	12.6%	11.4%	
Proportion of employees in each quartile pay band					
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%
Proportion of employees receiving a bonus					
		♂	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	
Median and mean pay gap					
Median pay gap		17.1%	17.3%	17.4%	
Mean pay gap		12.6%	12.7%	8.6%	
Proportion of employees in each quartile pay band					
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%
Proportion of employees receiving a bonus					
		♂	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
Chairman, Esso UK and Lead Country Manager for ExxonMobil companies in the UK