

2017 Schlumberger UK Gender Pay Gap Report



Schlumberger

Introduction

We are the world’s leading provider of technology for reservoir characterization, drilling, production and processing to the oil and gas industry.

We work in more than 85 countries and employ approximately 100,000 people representing more than 140 nationalities.

Schlumberger is committed to achieving greater gender balance at all levels of the company.

This dates back to 1994 when we set ourselves the target to have women comprise 15% of our workforce by 2015. As a result of our commitment and focus, we achieved this goal ahead of time and in 2011 set a new goal to have women comprise 25% of the Schlumberger population at all levels by 2020.

Globally, as of December 31, 2017, women comprise 16% of the Schlumberger workforce:

25% Women reporting to the Chairman and CEO

19.7% Women in junior management positions

18.3% Women in management positions

12% Women in top management positions

Achieving gender balance is only the first step. Sustaining it requires a strong pipeline of women at all levels of the company. Therefore, recruiting is a big area of focus for Schlumberger in addition to encouraging younger women to pursue science, technology, engineering and mathematics (STEM) subjects, which are required for careers in the oil and gas industry. For the first time in 2017, we recruited 40% females into engineer and petrotechnical experts (PTE) roles worldwide.

Clearly, we have a lot more work to do to achieve our 2020 target and we are committed to doing so.

We welcome any legislation anywhere in the world that encourages greater gender diversity and parity. So, we were pleased to see the Gender Pay Gap (GPG) legislation by the UK government to encourage UK companies to put more focus on achieving gender balance. This report provides a consolidated snapshot of the gender pay gap for Schlumberger in the UK, excluding Northern Ireland, and the gender pay gap for each of our five UK entities with more than 250 employees as of April 5, 2017.

There is a gap because we have more men than women in Schlumberger in the UK, particularly in offshore roles that have high levels of variable compensation. The UK is also home to several global headquarters of different Schlumberger businesses in which we have more men than women in executive global roles.

Schlumberger prides itself on the many men and women of different nationalities and backgrounds working together. This wide variety of perspectives stimulates creativity and innovation and represents a significant competitive advantage, which is why we will continue to strive for gender balance in Schlumberger.



Patrick Schorn
Executive Vice President, New Ventures and
Head of the Gender Balance Steering Committee
March 2018

Gender Pay Gap versus Equal Pay

The gender pay gap measures the difference in average earnings between women and men in an organization, regardless of their roles. It gives an indication of the positions women hold in the company.

It is not the same as equal pay, which is the legal requirement to pay men and women the same salary for performing comparable jobs.

Schlumberger takes equal pay very seriously and employs dedicated compensation teams to ensure that salaries for all employees are fair and consistent.



What is our gender pay gap?

As of April 5, 2017

- The mean gender pay gap for Schlumberger in the UK was 19.8%, and the median was 14%.
- The mean gender bonus gap was 44.9% with a median of 56%.
- These numbers exclude employees in Northern Ireland in line with legislation.
- As per the legal requirement, the table on **page 5** shows the GPG data for our five UK legal entities employing more than 250 employees as of 5 April 2017.
- Schlumberger continually monitors equality in compensation for men and women globally across all grades with the goal of maintaining equity.

Mean versus Median

Mean is the 'average', derived from the sum of the numbers divided by the quantity of numbers.

Median is the 'middle' number in the sequence of numbers, listed from lowest to highest.

Overall Schlumberger UK results. The combined numbers of the 11 legal entities of Schlumberger in the UK, including Cameron, provide a consolidated view of the gender pay gap within Schlumberger UK.

Difference between men and women

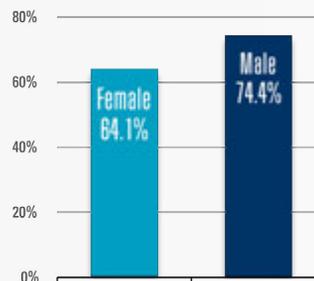
	Mean	Median
Gender Pay Gap*	19.8%	14.0%
Gender Bonus Gap*	44.9%	56.0%

*Women lower than men

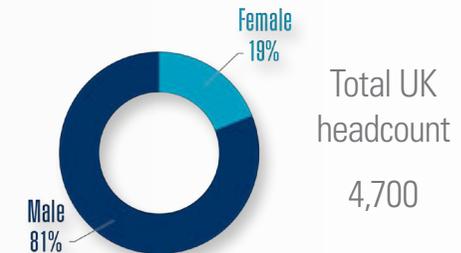
Proportion of employees in pay quartiles

	Female	Male
Quartile D (highest)	12.5%	87.5%
Quartile C	17.7%	82.3%
Quartile B	16.0%	84.0%
Quartile A (lowest)	28.4%	71.6%

Proportion of employees who received a bonus



Composition of female vs male



Why is there a gap?

The oil and gas industry continues to attract more men than women.

The oil and gas industry is still predominantly male. In 2017, **19% of the Schlumberger employee population in the UK was female.**

The UK is home to several Schlumberger global headquarters.

We have global executive roles based in London with the associated salary and bonus levels. Some of these are women. **The GeoMarket manager for Europe based in Aberdeen is female.** However, overall, the distribution of females in the UK is weighted towards less senior roles.

We have a substantial offshore population, which is predominantly male.

As of April 2017, **9% of all UK operational offshore roles were held by women** (excluding the Cameron product lines). The high levels of variable compensation for these roles affect the pay and bonus gaps within those parts of the business—particularly within M-I Drilling Fluids UK Ltd.

We acquired companies with predominately male populations.

Since 2011, we have made two large acquisitions, Smith International, which included M-I SWACO and in 2016, Cameron International.

The acquisition of Cameron resulted in an additional 1,800 employees in the UK of which **14% are female.**

The higher proportion of men is reflected in the relevant pay and bonus gap figures for those entities: Cameron Flow Control Technology (UK) Ltd and OneSubsea UK Ltd.

Gender pay gap figures by UK legal entity

	Schlumberger Oilfield UK PLC		WesternGeco Ltd		M-I Drilling Fluids UK Ltd		Cameron Flow Control Technology (UK) Ltd		OneSubsea UK Ltd	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Gender Pay Gap*	19.3%	18.6%	25.0%	9.3%	23.1%	31.6%	37.6%	40.5%	27.0%	19.8%
Gender Bonus Gap*	45.1%	48.5%	47.2%	53.3%	36.3%	66.7%	12.5%	45.4%	60.7%	64.9%
Proportion of employees in pay quartiles										
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Quartile D (highest)	14.5%	85.5%	16.9%	83.1%	5.3%	94.7%	8.0%	92.0%	7.7%	92.3%
Quartile C	17.9%	82.1%	36.4%	63.6%	9.2%	90.8%	6.1%	93.9%	7.1%	92.9%
Quartile B	23.0%	77.0%	36.9%	63.1%	13.3%	86.7%	15.0%	85.0%	8.4%	91.6%
Quartile A (lowest)	30.4%	69.6%	43.1%	56.9%	24.0%	76.0%	41.2%	58.8%	25.5%	74.5%
Proportion of employees who received a bonus										
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
	83.7%	93.1%	94.4%	96.0%	33.3%	72.2%	37.6%	75.7%	19.1%	49.6%
Total headcount (M+F)	2,020		265		302		460		1,253	
Proportion female	21%		33%		13%		18%		12%	

*Women lower than men

Working toward gender balance

Attracting female talent

We recognize that to achieve gender balance there needs to be more focus on attracting women to study STEM subjects at schools and universities, and then to attract women into the oil and gas industry. This is a long-term challenge shared across our industry,

In Schlumberger we recruit where we work with the goal of attracting the best students worldwide. In 2017 we recruited 40% women worldwide into engineer and petrotechnical roles, and in the UK we recruited 55% women. The absolute numbers were fewer than in previous years as a result of the industry downturn. In 2018, we will maintain our recruiting target of 40% women.

We have several ongoing initiatives to encourage women to study and to support women studying science, technology, engineering and mathematics (STEM). In partnership with Heriot-Watt University, Schlumberger offers one to two scholarships per year for women studying towards a bachelor's or master's degree in engineering or science. Successful students are awarded annual financial assistance and the chance to complete a summer internship with the company. We sponsor Interconnect at Heriot-Watt University, a society that promotes and supports women studying STEM. Schlumberger is a sponsor of Science Lectures at The Royal Institution to inspire children to consider a STEM career.

Developing female talent

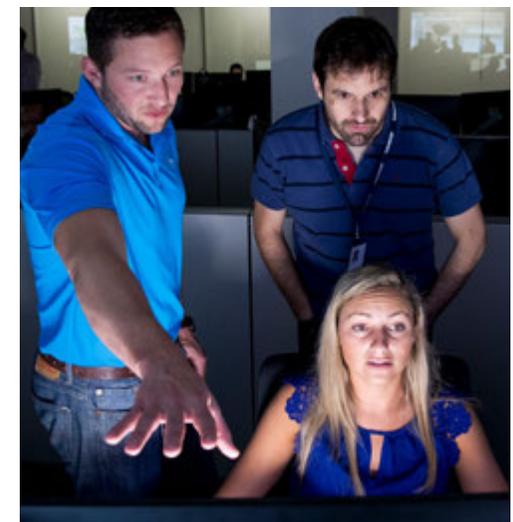
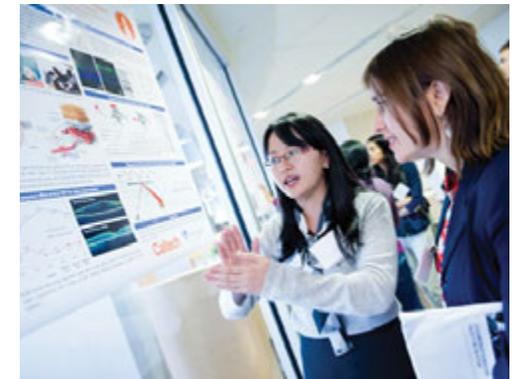
Schlumberger promotes from within.

Our global gender balance steering committee is made up of our Group and hemisphere presidents, our VP for HR and our executive vice president for New Ventures who monitor, track and ensure our top female talent gets opportunities to progress within the company and into senior roles. This is supported by annual objectives that are set to promote women into all levels of line management.

We are committed to supporting Dual Career employees, and work hard to ensure career continuity and development for both members of the couple, taking into account what is important for them as a Dual Career family. We have guidelines for situations where both members of the couple work for Schlumberger, and for situations where one works for another employer.

Schlumberger is also a founder member of the [Permits Foundation](#)—an independent, not-for-profit organisation campaigning globally to improve work permit regulations for partners of mobile employees.

In the UK we have generous maternity and paternity benefits, which will be extended to the newly acquired Cameron businesses in 2018. The company will be placing renewed focus on flexible working practices in the UK. The aim is to expand on the flexible working options that are already available, and to encourage greater uptake across all parts of the business, where it is possible to do so.



Supporting female talent

Connect Women is a global internal inclusion network empowering women to achieve their full potential through networking, mentoring, development and community outreach. There are a number of active local chapters in the UK, arranging meetings, discussions and community events. These provide women (and men) a chance to ask questions internally and provide guidance on topics such as career planning, work-life balance and gender equality.

Women in Leadership workshops support the development of our women leaders and help them mitigate barriers that may limit them in their career. Twice a year they bring together women in both management and technical roles to aid self-development and proactively address perceived career barriers. One such forum will be held in the UK in 2018, with an invited cross-section of high-potential women coming together over two days.

Training managers

To raise awareness of gender issues within the company, we rolled out mandatory online Unconscious Bias training to all managers and supervisors globally, with the aim of making managers aware of their own biases. This will enable them to take conscious actions to put such biases aside when making key business decisions – making the company more inclusive, collaborative and competitive and benefitting everyone.

We also have our Management Essentials training, which helps develop key behaviors that all managers need for effective leadership. We intend that during 2018 every manager working in the UK will attend a workshop on flexibility in the workplace.



2017 Schlumberger UK Gender Pay Gap Report

Accuracy of the data

We confirm that the data in this statement is accurate and that calculations have been done in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and the ACAS Managing Gender Pay Reporting Guidelines.

On behalf of Schlumberger Oilfield UK Plc:



Gill Gordon

On behalf of WesternGeco Ltd:



Patrick Legh-Smith

On behalf of M-I Drilling Fluids UK Ltd:



Gwen Boyault

On behalf of Cameron Flow Control Technology (UK) Ltd:



Mark Higgins

On behalf of OneSubsea UK Ltd:



Alexandru Sorin Variu

Schlumberger Limited
62 Buckingham Gate
London SW1E 6AJ

www.slb.com

Schlumberger