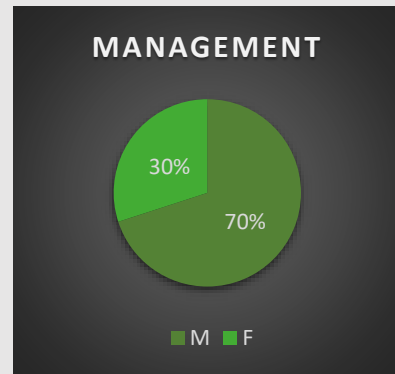
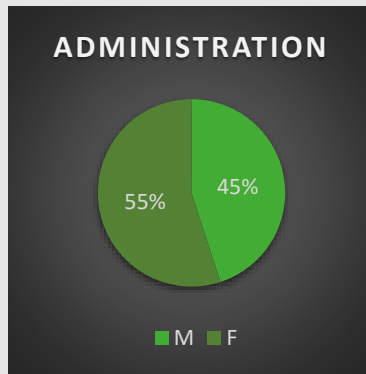
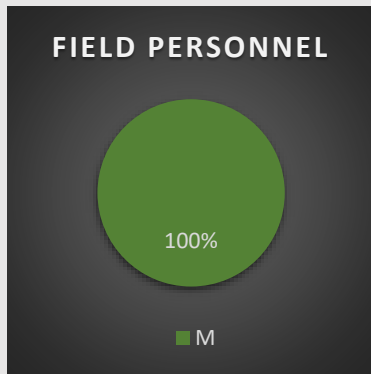
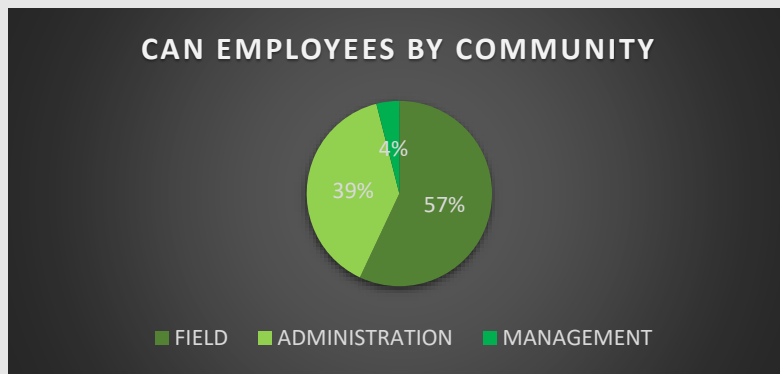


GENDER PAY GAP REPORT

CAN (Offshore) LTD's gender pay gap is strongly influenced by the salaries and gender make up of its Field Personnel community, which make up over 57% of its total employees. All our Field Personnel are male and their higher salaries, relative to other employees, significantly increases the average male pay at CAN (Offshore) LTD

CAN (Offshore) LTD is seeking to encourage more women into Field Personnel positions.

CAN (OFFSHORE) LTD COMMUNITIES



Salaries for Project Engineers and Field Personnel are qualification based and female engineers are paid

100%

of their male equivalents

Pay data for UK employees from the 'pay period' including 5th April 2017 (i.e. payments made in the month of April 2017), as specified by the UK regulators.

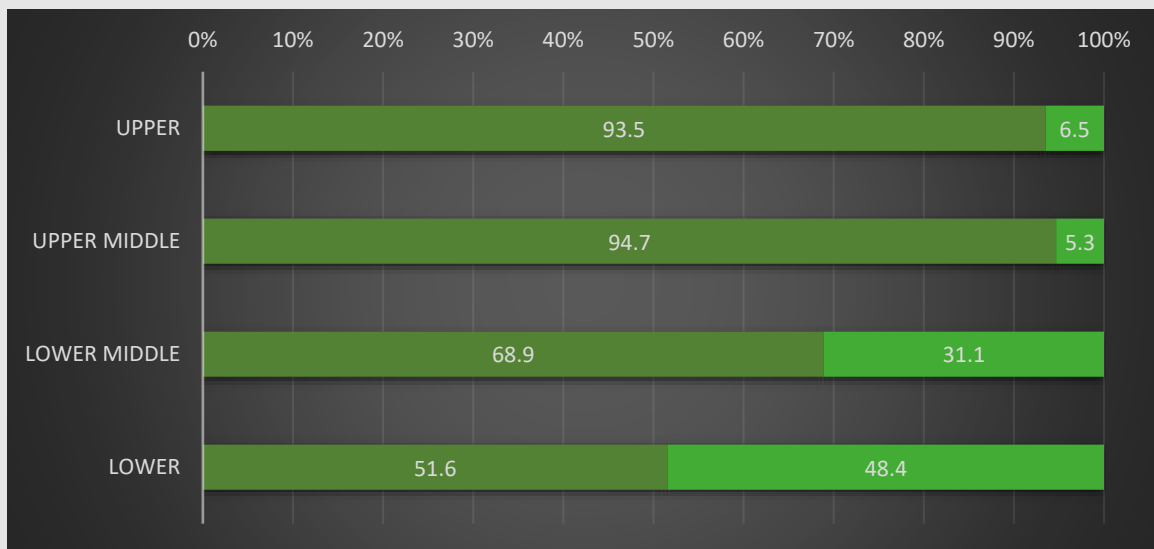
The pay calculations are based on FTE adjusted total pay received in the month April 2017 and includes basic pay, field allowances, up lifts, bonus payments (on pro rata basis). The calculations exclude any overtime payments.

PAY GAP AND BONUS

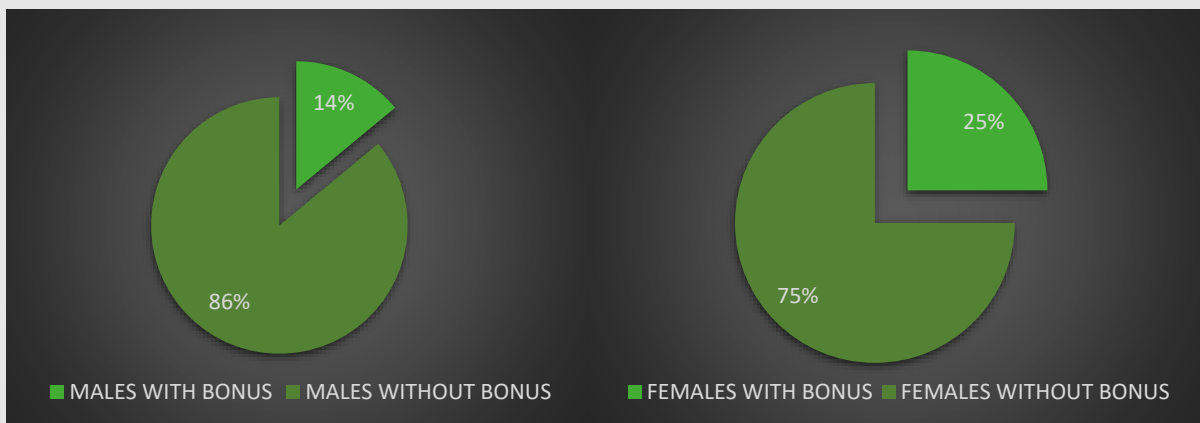
DIFFERENCE BETWEEN MALE AND FEMALE UK EMPLOYEES

	Mean	Median
Hourly rate of pay	31%	36%
Bonus pay	74%	47%

PROPORTION OF MALE AND FEMALE UK EMPLOYEES ACCORDING TO QUARTILE PAY BANDS



PROPORTION OF MALE AND FEMALE UK EMPLOYEES RECEIVING BONUS PAY



Confirmed as accurate by Innes Walker, Group Director, March 2018