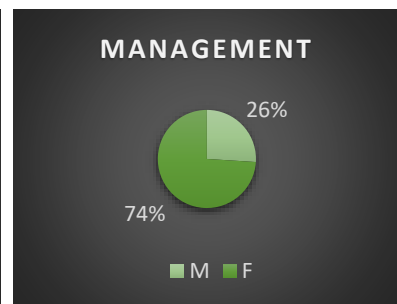
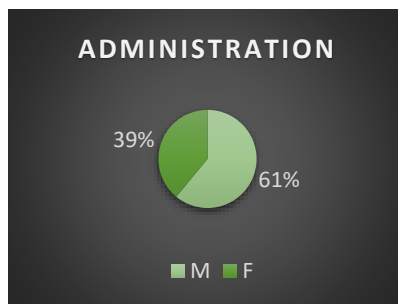
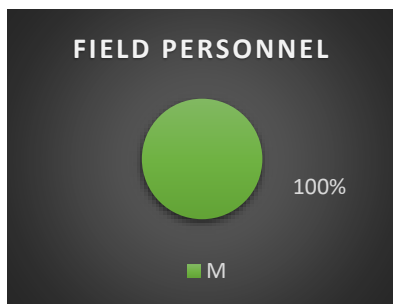
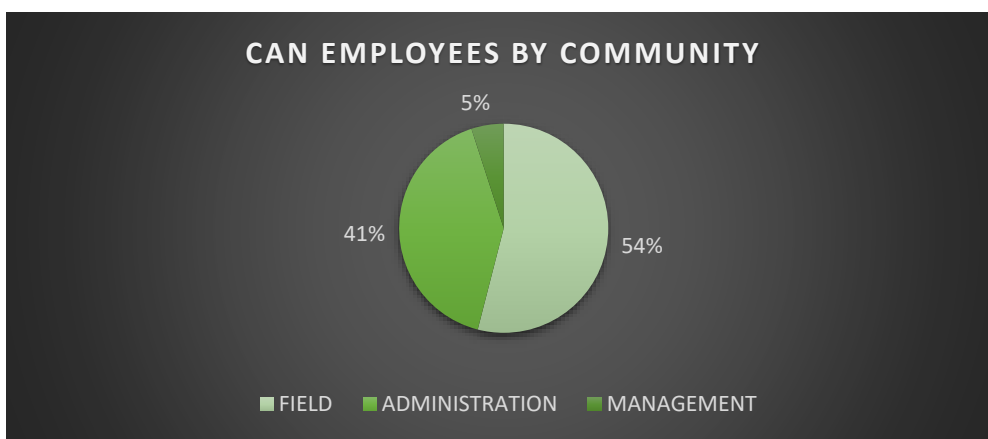


# GENDER PAY GAP REPORT

CAN OFFSHORE 's gender pay gap is strongly influenced by the salaries and gender make up of its Field Engineers community, which make up over 54% of its total employees. Field Engineers are predominantly Male and their higher salaries, relative to other employees, significantly increases the average male pay at CAN OFFSHORE

CAN OFFSHORE is seeking to encourage more women in to field engineer position

## CAN (OFFSHORE) LTD COMMUNITIES



**Salaries for project engineers and field engineers are qualification based and female engineers are paid**

**100%**

**Of their male equivalents**

Pay data for UK employees from the 'pay period' including 5<sup>th</sup> 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.

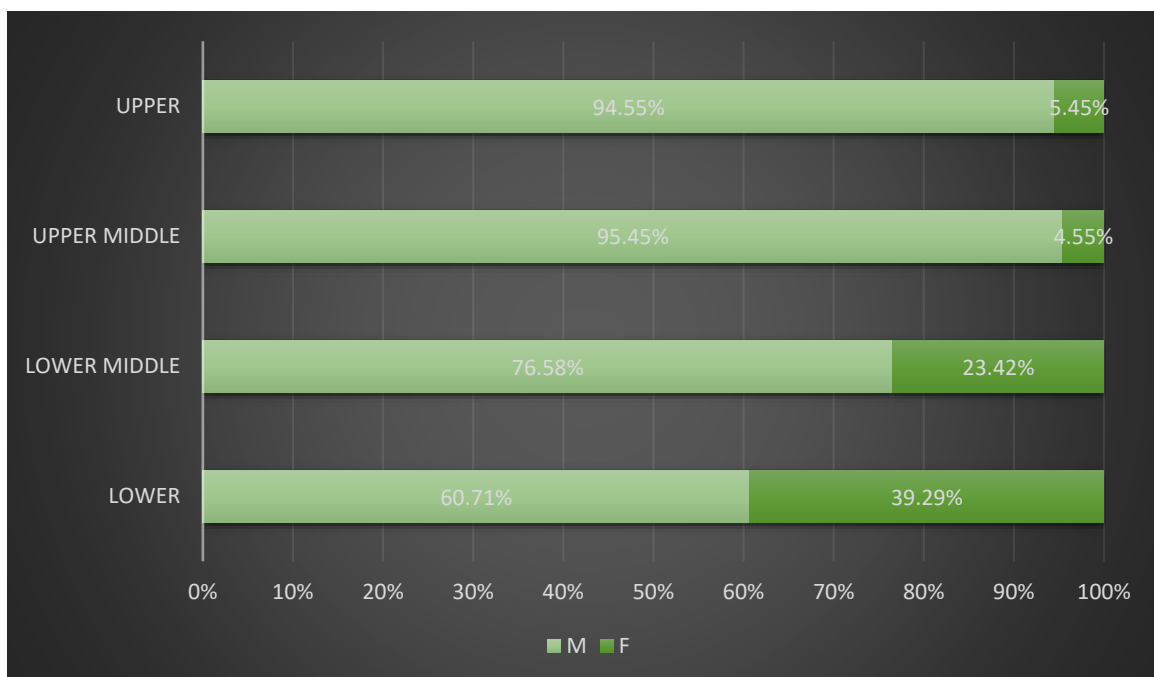
## PAY GAP AND BONUS

### DIFFERENCE BETWEEN MALE AND FEMALE UK EMPLOYEES

	Mean	Median
Hourly rate of pay	30%	32%
Bonus pay	57%	45%

### PROPORTION OF MALE AND FEMALE

#### UK EMPLOYEES ACCORDING TO QUARTILE PAY BANDS



### PROPORTION OF MALE AND FEMALE

#### UK EMPLOYEES RECEIVING BONUS PAY

