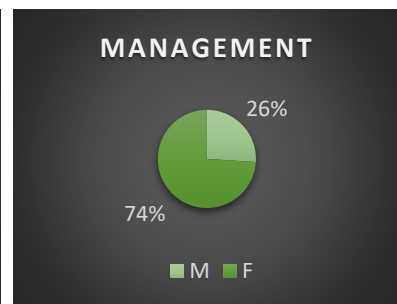
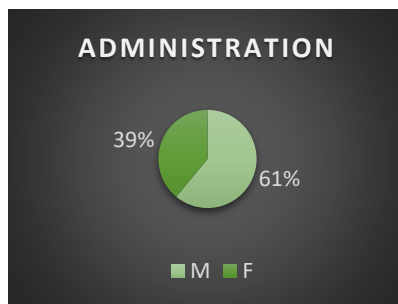
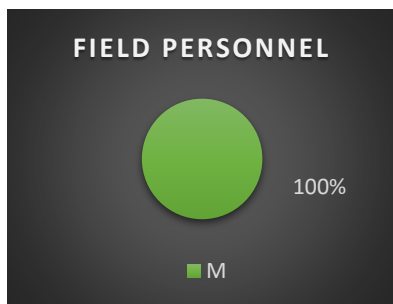
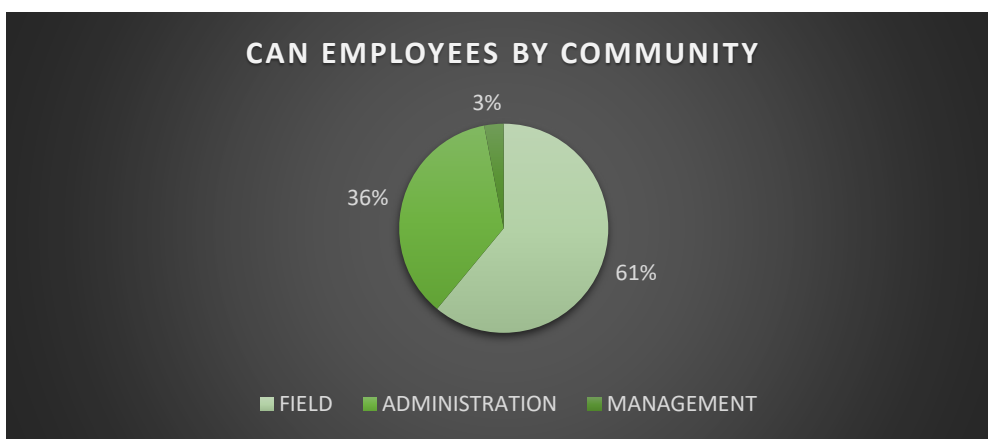


GENDER PAY GAP REPORT

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 61% 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 and paid

100%

Of their male equivalents

Pay data for UK employees from the 'pay period' including 5th April 2021 (i.e. payments made in the month of April 2021), as specified by the UK regulators.

The pay calculations are based on FTE adjusted total pay received in the month April 2021 and includes basic pay, field allowances, up lifts, bonus payments (on pro rata basis). The calculations exclude any overtime payments.

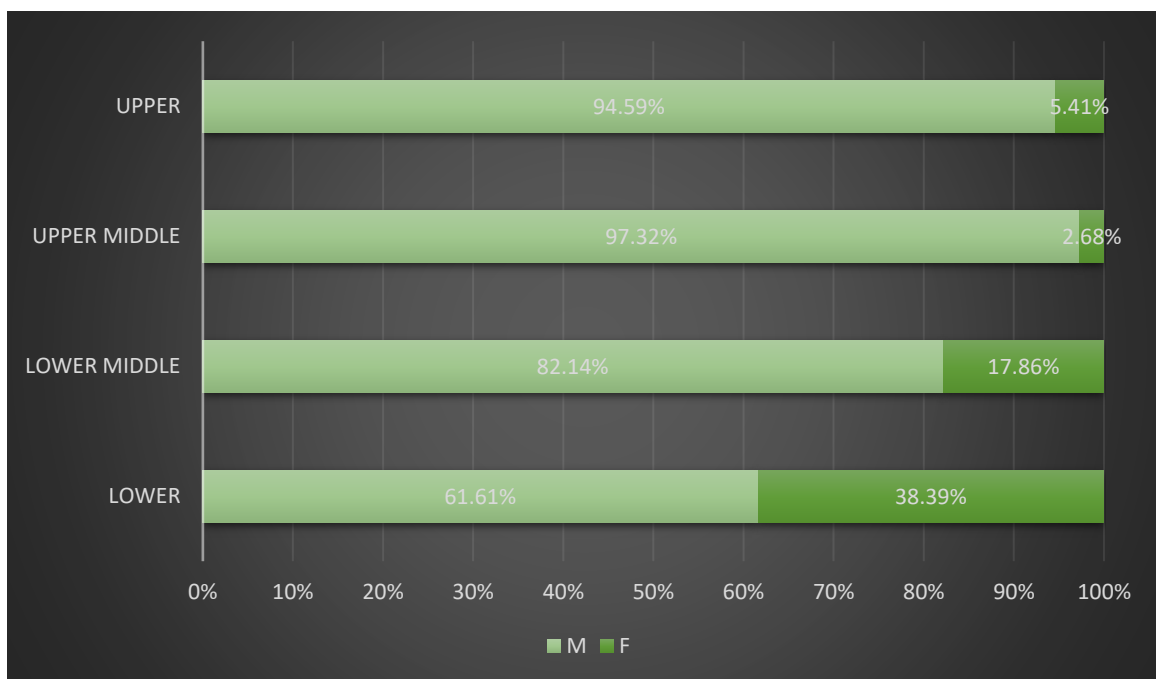
PAY GAP AND BONUS

DIFFERENCE BETWEEN MALE AND FEMALE UK EMPLOYEES

	Mean	Median
Hourly rate of pay	29%	33%
Bonus pay	-101%	-134%

PROPORTION OF MALE AND FEMALE

UK EMPLOYEES ACCORDING TO QUARTILE PAY BANDS



PROPORTION OF MALE AND FEMALE

UK EMPLOYEES RECEIVING BONUS PAY

