

Odfjell Technology (UK) Ltd. Gender Pay Gap Report – 2022



TABLE OF CONTENTS

1	Introduction	3
2	Odfjell Technology	3
3	Difference between Equal Pay and Gender Pay Gap	4
3.1	Equal Pay	4
3.2	Gender Pay Gap	4
4	Gender Pay Gap Results.....	5
5	Mean and median pay	5
6	Gender Pay Gap – Bonuses	6
7	Proportion of females and males receiving a bonus	6
8	Proportion of females and males in each quartile band	7
9	What has caused our Gender Pay Gap?	7
10	Addressing the Gender Pay Gap	8
11	Statutory Disclosure.....	9

1 INTRODUCTION

This Gender Pay Gap report for Odfjell Technology (UK) Ltd (the “Company”), is prepared in line with the UK Government’s reporting requirements for all companies with more than 250 employees to publish details of its gender pay gap under the Equality Act 2010 (Gender Pay Gap information) Regulations 2017.

This year we report that our mean gender pay gap has increased by 2.76 % to 18.74 %. This is due to recent recruitment campaigns on our offshore platforms increasing our offshore headcount. For offshore positions, all applicants have been male as discussed in section 9.

The gender pay gap is the difference between the average amount men and women are paid across the Company, and the following key figures are required to be published:

- Mean gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each pay quartile

2 ODFJELL TECHNOLOGY (UK) LTD

Odfjell Technology’s vision is: “Using our heritage and expertise to support the energy transition”. Our highly competent, dedicated and experienced workforce are well equipped to find solutions to the challenges of today and tomorrow. This is supported by five core corporate values that define and instruct our business, these are Committed, Safety Conscious, Creative, Competent and Result Oriented. These shared values form the foundations of the company – allowing us to grow, meet fresh challenges, continually develop technology, and work with new people in a manner that supports our culture, objectives and high organisational standards.

By staying true to these values, we believe we can continue to meet requirements, delivering on promises and surpassing expectations. The company vision and core values demonstrate our commitment in ensuring we employ the right people for the right job at the right time.

As a company, currently operating predominantly in the oil and gas sector, the majority of our employees work in the offshore environment. Within this industry, there is a predominance of males working offshore and in the industry. Odfjell Technology are committed to selecting the right person for a job regardless of gender, but for offshore positions, the vast majority of applicants, if not all, are male. As a result, our pay statistics are reflective of the predominance of male employees in offshore and senior onshore operational positions, which are paid at higher rates than traditional onshore positions. On a wider level, the Odfjell Technology Group

have a number of females in senior positions onshore, but our industry has challenges in attracting females to apply to work offshore.



3 DIFFERENCE BETWEEN EQUAL PAY AND GENDER PAY GAP

Whilst both equal pay and the gender pay gap deal with the difference (disparity) in pay that women receive in the workplace, they are two different issues¹:

3.1 Equal Pay

Means that men and women in the same employment, performing equal work must receive equal pay, as set out in the Equality Act 2010. Our company is committed to ensuring equal pay for equal roles.

3.2 Gender Pay Gap

Is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of the higher earnings.

According to the Office for National Statistics in the UK, amongst full time employees, the gender pay gap in April 2022 was 8.3%. This was 7.7% in April 2021 and 9.0% in April 2019 pre-coronavirus pandemic. There remains a large difference in gender pay gap between employees aged 40 years and over and those aged below 40 years².

4 GENDER PAY GAP RESULTS

Calculations explained:

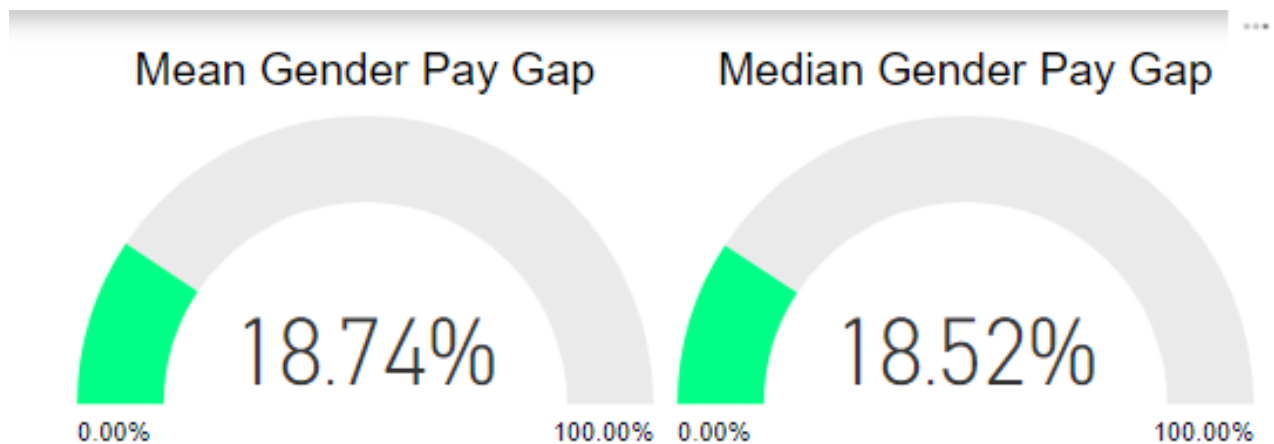
The mean (or average) is calculated by adding up the wages of all employees and dividing the figures by the number of employees.

The mean gender pay gap is the difference between mean male pay and mean female pay.

The median is the figure that falls in the middle of a range when everyone's wages are lined up from the smallest to the largest.

The median gap is the difference between the employee in the middle of the range of male wages and the middle employee in the range of female wages.

5 MEAN AND MEDIAN PAY

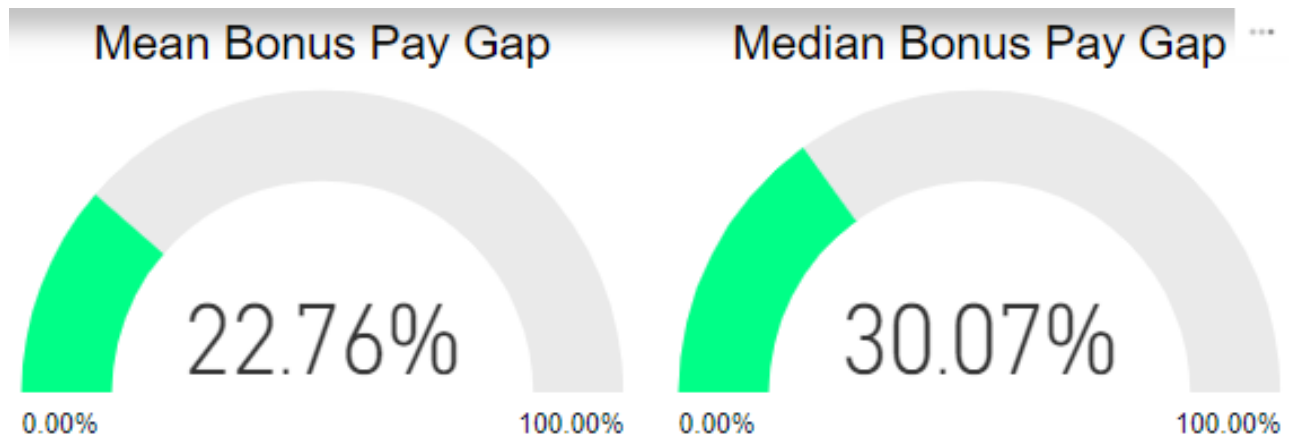


Based on hourly rates from a snapshot date of 5 April 2022

- Mean Hourly Pay Gap – 18.74 %
- Total Headcount - 443
- Employee Count (Female) – 27 employees
- Employee Count (Male) – 416 employees

6 GENDER PAY GAP BONUSES

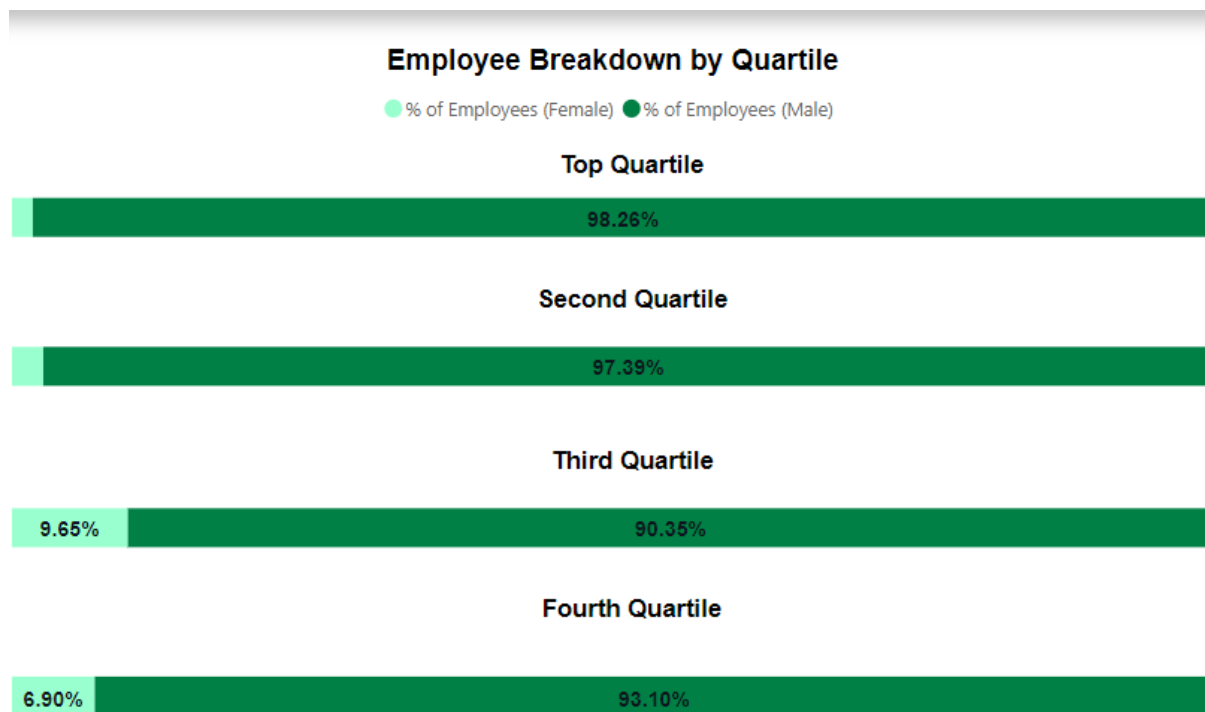
GENDER PAY GAP – BONUSES (BASED ON ALL INCENTIVE PAY IN THE 12 MONTHS PERIOD TO 5 APRIL 2022)



7 PROPORTION OF FEMALES AND MALES OF THE WORKFORCE RECEIVING A BONUS

	MALE	FEMALE
Receiving Bonus	4.74 %	0.22 %

8 PROPORTION OF FEMALES AND MALES IN EACH QUARTILE BAND



Calculations explained:

Employees are ranked from the highest to the lowest paid. This is then divided into four equal parts (quartiles) and then percentage of the men and women is worked out for each of the quartiles.

9 WHAT HAS CAUSED OUR GENDER PAY GAP?

Our recruitment process is gender neutral; however, for the offshore vacancies we advertise, the majority of applicants, if not all, are male. This is evidenced by the fact that in April 2022, 93.9% of the Odfjell Technology (UK) Ltd employees were male and 6.1 % female. This imbalance, combined with the higher salaries paid to offshore personnel due to the offshore working environment and shift patterns, is the main reason for the higher gender pay gap when compared to other industry sectors. This is a long-term challenge across the wider oil and gas industry.

As a company, we rely on employing individuals who are highly skilled in a variety of specialist STEM (Science, Technical, Engineering and Management) related fields. Globally, women represent only 22% of the workforce in the oil and gas industry.

Furthermore, as has been acknowledged across both the oil and gas industry and more widely in the UK, there is an issue with the under-representation of women in these specialist areas.



10 ADDRESSING THE GENDER PAY GAP

While we acknowledge that there is still a significant gender pay gap, this is for the reasons affecting the wider oil and gas industry as discussed above. It is going to take a significant period of time for the oil and gas industry to attract more females into the offshore industry and as a result close the gap.

Odfjell Technology globally are committed to recruiting and developing staff based on merit and equal opportunities, regardless of ethnicity, religion, national origin, gender, age, sexual orientation, marital status or disability.

Equality is an integral part of our Personnel Policy that ensures that all employees are given the same opportunities for employment and pay, as well as professional development, in terms of training and promotion. We work actively and systematically through internal governing documents, employee training and various other measures to prevent any form of discrimination. Such measures include recruitment policies and practice, salary and working conditions, personal development opportunities, promotions and shelter against harassment.

We believe that diversity and equality are essential to be a responsible employer, and bring the following opportunities to the Group:

- Help develop an attractive workplace and recruit, develop and retain talent
- Improve general working conditions, relationships and reduce sick leave
- Influence and change attitudes and perceptions
- Contribute to a positive and strong brand

In 2022 the company issued a Global Salary Review procedure to describe pay practices and provide guidance across the company. The company has also embedded its flexible working arrangements to offer flexible working from home to enable employees to balance work and family commitments.

In 2023, the Odfjell Technology Group is promoting the Odfjell Technology Women Network (OTWN), who are committed to filling the gap of female representation in our industry. OTWN will promote diversity and equal opportunities in the company and be a tool to create a network for women supporting each other within the company. The network will also be a safe space for employees to raise concerns in an informal, but confidential, forum.

Gender differences in pay, working patterns and commitments to childcare and caring responsibilities are creating a pension gap for females, where they are likely to retire on a smaller pension than males. During 2023 we will have a targeted communication campaign to encourage women to consider pension provision.

We will continue to identify employees with high potential to focus on active career management and ensure progression to senior leadership roles.

As an organisation, we will engage with employees to progress on gender equality across Odfjell Technology (UK) Ltd.

11 STATUTORY DISCLOSURE

I confirm that the gender pay calculations are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap information) Regulations 2017.

A handwritten signature in blue ink that reads "Diane Stephen".

Diane Stephen

Director

References

1. <https://www.equalityhumanrights.com/en/advice-and-guidance/what-difference-between-gender-pay-gap-and-equal-pay>
2. [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/people-in-work/earnings-and-payments/articles/gender-pay-gap-in-the-uk)