

# UK Gender Pay Gap Report 2023

This is KCA Deutag Drilling Limited's seventh year reporting on the UK gender pay gap. This report covers our employees working in our UK entity only, not agency workers or contractors.



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# About this Report

“  
**DIVERSE  
WORKFORCES  
ARE SAFER,  
MORE CREATIVE  
AND PERFORM  
BETTER**  
”

In the richness of a diverse workforce, each employee uniquely contributes to a broader picture of success. A diverse workforce is about unlocking the untapped potential that lies within all our differences, fostering an environment where employees feel supported, creativity flourishes, and innovative solutions emerge from our collective talents and experiences.

Diverse workforces are safer, more creative and perform better. At KCA Deutag we are committed to our diversity, equity and inclusion journey and delivering tangible results in line with our 5-year strategy. To date we have made solid progress, and overall, our 2023 Gender Pay Gap Report results evidences our commitment to closing the gender pay gap by improving career development opportunities for all our colleagues.

**Joseph Elkhoury**  
Chief Executive Officer



# UK Gender Pay Gap Results 2023

## Data snapshot as of 5th April 2023

KCA Deutag Drilling Limited comprises our UK North Sea rig operations as well as our UK corporate office. As per the legislation, we report as one single legal entity, with a total headcount of 537.

### Proportion of employees per quartile pay band



### Percentage of males and females receiving a bonus in 2023



### Gender pay gap results

Mean pay gap

**26.29%**

Median pay gap

**26.26%**

### Bonus pay gap results

Mean bonus gap

**3.70%**

Median bonus gap

**0.66%**

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.

# Gender Pay Gap and Equal Pay

The gender pay gap is different from equal pay. Equal pay refers to a legal requirement within an organisation, that male and female employees who are engaged in equal or similar work or work of equal value, must receive equal pay and other workplace benefits.

By contrast the gender pay gap is a broader measure of the difference in the average earnings of men and women regardless of the nature of their work across the organisation and is expressed as a percentage of men's earnings. Robust measures are already in place within KCA Deutag to help ensure employees in similar roles are paid equitably. These measures include regular pay equity checks, as well as a strict governance model around our global grading framework.



## Why we have a Gender Pay Gap

Gender pay gaps are typically driven by occupational segregation and progression through the organisation. It is worth noting that our workforce is predominantly male, and in addition, we have more men than women in senior leadership roles. Although there is still much that we can do to narrow the gap, our 2023 results are broadly comparable with our 2022 results, which represented the lowest gender pay gap in our reporting history.

Focused efforts, in-line with our diversity, equity and inclusion strategy, have been undertaken to increase the number of females in senior leadership roles, and this is continuing to have a positive impact across our organisation. Our conscious and sustained efforts to recruit and promote talented women into senior roles saw KCA Deutag promote our first female into the role of UK North Sea Rig Manager in 2023. Additionally, 67% of all UK office promotions in 2023 were females.

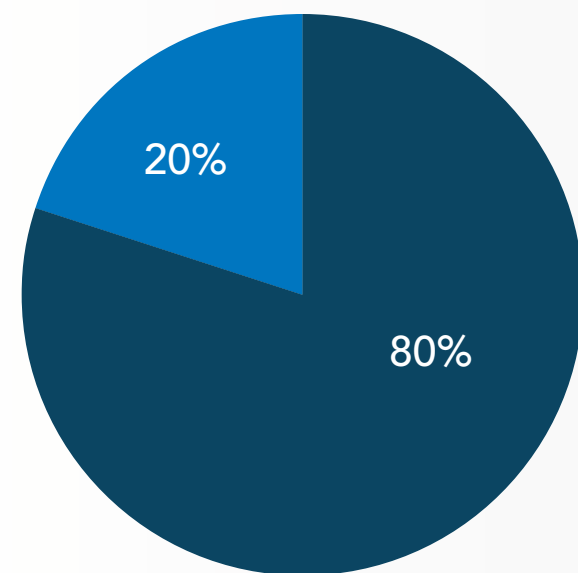
More broadly, we work hard to ensure diversity is actively sought during the attraction, selection and hiring of our future talent. Ensuring a gender balanced workforce is a challenge, not only into traditional STEM occupations, but across the oil and gas sector more widely. However, we pursue this with passion and in 2023, 25% of our apprentices and students were female, with some key female appointments being made within our IT team.

Our 2023 bonus pay gap was the lowest we have ever reported. Although the percentage of females receiving a bonus in 2023 is lower than that reported in 2022, the actual number of females that received a bonus in 2023 was higher, with the percentage being driven down by the increase in female headcount in 2023 and the qualification periods associated with the payments of annual bonuses.

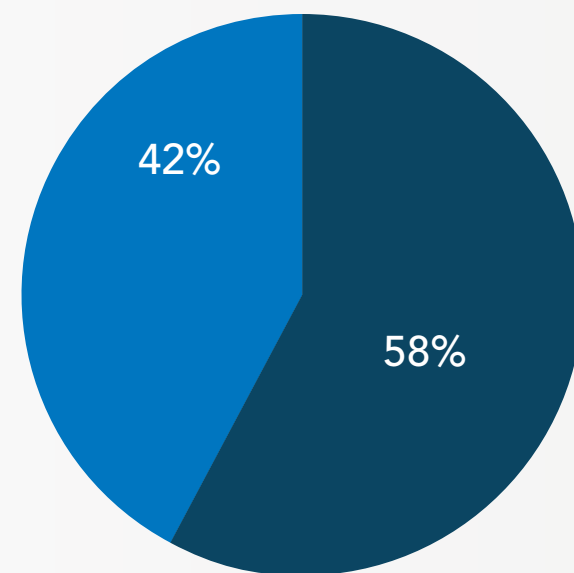
# Gender Balance at KCA Deutag

The gender split of our workforce at KCA Deutag is 20% female and 80% male. However, as we report both our UK head office and UK North Sea rig operations as one legal entity, this does not accurately represent the gender composition of our UK head office. Our UK North Sea rig operations make up most of our workforce and are 100% male dominated. If we look separately at our UK corporate head office, the gender split is more even.

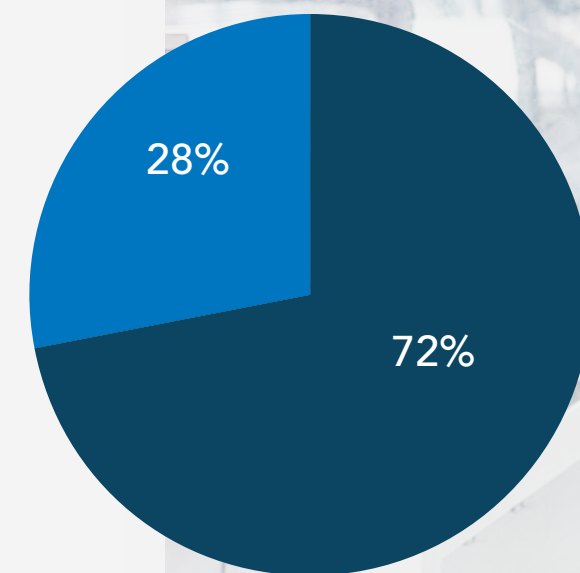
**Legal entity reporting gender split**



**Corporate office gender split**



**Executive team gender split**



Male Female



# Our Commitment to Diversity, Equity and Inclusion

**WE CONTINUE TO LOOK FOR OPPORTUNITIES TO INCREASE TRANSPARENCY, FAIRNESS AND CONSISTENCY IN RECRUITMENT AND REWARD ACTIVITIES TO SUPPORT OUR DE&I STRATEGY.**

Diversity, Equity, and Inclusion (DE&I) is at the heart of our WE CARE values and is firmly embedded within our Culture of Care philosophy and ways of working. We strive to create an environment of openness, where everyone feels valued and is treated with fairness and respect. Accountable to the Executive Team and Board, our DE&I Steering Committee and Working Party, continue to build upon the tangible successes already delivered.

In 2023, our key DE&I focus included:

- Evolution of our WE CARE values, aligned with our Culture of Care, People strategy and Sustainability strategy pillars with focused group discussion to develop a meaningful and supportive behaviour framework.
- First in person Global Leadership Summit post COVID, where an interactive and collaborative team session was led to raise awareness of inclusivity among our global leaders.
- DE&I webinars with our extended senior leadership team to acknowledge and address our unconscious biases.

- Including specific DE&I modules within our in-house Leadership Development Programme and Apprentice Development Programme.
- Launch of our 'Let's Talk Series' of webinars, including a webinar and discussion on menopause following the introduction of our Menopause Awareness & Guidance document and support group.
- Global introduction of gender-neutral job titles and refresh of job descriptions to ensure inclusive language.
- Celebration of key global religious events and wider regular DE&I focused employee engagement events, i.e., International Women's Day, Ramadan, Omani Women's Day, Special Needs and Enablement Awareness and Race Equality Week.
- Internal recognition on promotions and appointments from key workgroups e.g., female promotions within operational roles, internships and apprentice appointments on the company intranet.



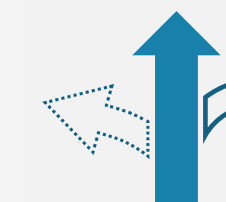
**WELLBEING**



**EXCELLENCE**



**CUSTOMER CENTRICITY**



**AGILITY**



**RETURNS**



**ENERGY TRANSITION**

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April 2024

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