

Gender Pay Report

2018



UK gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations each year showing the pay gap between their male and female employees.

At ConocoPhillips we commit to playing our part in addressing gender pay. We promote values and processes that positively contribute towards equality in the workplace. We will continue this approach, whilst striving to make ongoing improvements in the area.

Trends for ConocoPhillips UK in 2018

- The mean and median pay gaps have decreased from 2018.
- Whilst overall number of employees within the Gender Pay Gap reporting scope for ConocoPhillips in the UK has decreased by 26 employees since 2017, male employees have reduced by 24 and females by only two.
- The number of employees with formal flexible working patterns has increased from 19% to 22%.

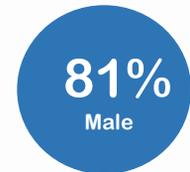
Training Improvements in 2018

- Specific training has been introduced for unconscious bias awareness. This has also been incorporated into the decision-making process in promotion meetings, graduate recruitment and calibration meetings. Awareness of it has been increased across the organisation and it is now at the forefront of people's minds.

Our Results 2017 vs 2018

	2017	2018
Mean Gender Pay Gap	17.1%	14.2%
Median Gender Pay Gap	28.1%	20.7%
Mean Bonus Gender Pay Gap	13.1%	13.5%
Median Bonus Gender Pay Gap	10.3%	14.7%
Males Receiving a Bonus Payment	100.0%	100.0%
Females Receiving a Bonus Payment	100.0%	100.0%

No Change in Percentage of Female to Male Employees Between 2017 and 2018



Bonus Gap Explained

- The bonus gender pay gap is impacted by the percentage of males versus females in each pay quartile, but it is also impacted by the variable nature of the bonus pay-out value.
- Gender bonus pay gap is based on a wider pool of employees as it is determined by headcount and is not relative to an employee's pro-rated pay. The bonus gap figures are based on 1,011 employees rather than 992 used for the pay gap data.

Number of employees with formal flexible working patterns

2018 – 22%



2017 – 19%

Gap vs Equity

ConocoPhillips is committed to pay equality for all employees. We ensure the compensation of every employee reflects their talent, skills, responsibilities and experience and is competitive within our peer group. Compensation and benefits are benchmarked and set to be market-competitive in the employees' home payroll country. Gender Pay differs from Equal Pay as it measures the difference between the average earnings of men and women across a business, irrespective of their role or seniority. Gender Pay does not relate to equal work, but instead relates to gender diversity across all levels within an organisation. As a company, ConocoPhillips creates an inclusive environment that respects the contributions and differences of every individual, ensuring that developmental and opportunities for progression are available to all employees.

Pay Quartiles

Whilst the male and female populations have remained the same between 2017 and 2018, the female population has increased by 3% in the Upper Middle Quartile pay band and reduced by 2% in the Lower Middle Quartile. The pay quartiles are reported in line with the ACAS Gender Pay Gap reporting guidelines, which stipulate that any employee receiving less than their usual basic pay should not be included in the data. The pay quartiles are therefore impacted by the number of females on maternity leave and receiving less than their basic pay on the snapshot date.

Pay Quartile	Male 2017	Female 2017	Male 2018	Female 2018
Upper	85%	15%	89%	11%
Upper Middle	94%	6%	91%	9%
Lower Middle	78%	22%	80%	20%
Lower	68%	32%	64%	36%



On production platforms in the UK operated by ConocoPhillips, cabins are single sex and the vast majority accommodate two people for either day-shift or night-shift. Historically, if one woman was selected for an offshore role, an even number was not struck and this was called 'loss of a bed' – a factor that could be pointed to missing maintenance or production targets. Since 2016, women have been selected to fill offshore engineering roles with ConocoPhillips and it is no longer acceptable to prefer to select men or cite 'loss of a bed' as an excuse for not achieving targets. This has helped remove bias across our UK operations. A snapshot of graduates (those ready for offshore engineering assignments in 2016-2018) shows that 50% of those who have held Offshore Engineering positions are now women.

Maurice Thomson, UK Health, Safety & Environment Manager

The gender pay gap within the Oil and Gas Industry is the outcome of economic, cultural, social and educational factors. The combination has resulted in fewer women selecting STEM related subjects at school and University. The gender pay gap at ConocoPhillips is also influenced by a greater number of men working in technical roles, particularly offshore. Closing this gap is important to us and as a company ConocoPhillips promotes many cultural values and processes that positively contribute towards equality in the workplace. We will continue this approach and we also remain committed to making ongoing improvements and creating an environment where people from diverse backgrounds can succeed and where women are given the same level of comparable opportunities in the workplace as men.



Elaine Reid, Human Resources & Facilities and Services Manager