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# Oceaneering International Services Limited

## 2018 Gender Pay Gap Report

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## 1. Introduction

Oceaneering uses its extensive experience and innovative portfolio of technologies to safely and reliably improve performance in oilfield, aerospace, entertainment, material handling, defense, renewable energy, and research applications. As an organisation, Oceaneering's vision is to create industry-changing technically creative solutions for the most complex operational challenges under water, on land, and in space.

Oceaneering International Services Limited ("We", "Us", "Our" and "OISL"), as part of Oceaneering group, cares for its people and recognise that they are our greatest asset. We want to ensure our workforce is diverse and inclusive and our culture continues to be open and fair. We are committed to attracting, developing and retaining the best talent available to ensure we create a workplace where every employee can contribute their full potential, in delivering our organisation's business objectives. We want to ensure our workforce is diverse and inclusive with a culture that remains open, collaborative, professional and respectful and open to embracing difference.

A year into our journey towards a more gender balanced organisation, we have built upon the action plan we established to improve our programmes and activities already in place. We have a mean gender pay gap of 17.9% favouring males and a median gender pay gap of 20.5%. These figures are only slightly higher than the national figures reported by the Office of National Statistics, 2018 and are in line with the 20% mean pay gap for the Science and Engineering Sector as reported by New Scientist, 2017. This gap is reflective of the fact that men are over-represented within organizations in the Engineering, Oil and Gas industries.

We are pleased that we see positive year on year trends in the form of a narrower median gender pay gap and only a very marginal increase at the mean. This is evidence of the effort we have already invested in providing access to training and development opportunities to our entire workforce to encourage and promote progression across the organisation. We also observe a reversal in the gender bonus gap which now favours females at both the mean and median.

Females currently represent just 16% of our overall workforce. Last year 13% of our hires were female, 25% of employee promotions were female. Encouragingly, 21% of those were promoted into management positions, against 10% male management promotions.

Our first year interventions included actively growing the capability of the Oceaneering Women's Network which we believe will be influential in taking strides towards making OISL a fair and balanced workplace.

We continue to ensure our HR policies encourage and support flexible working within the organisation and are working to ensure that what we have in place works for everyone. Our HR team actively supports our diversity message across the organisation by positively influencing and challenging our hiring managers to ensure they recognise how

their individual behaviours and actions impact our overall ability to create an open, fair and inclusive workplace culture.

Although our data indicates that we have a lack of adequate female representation in various STEM (Science, Technology, Engineering and Maths) roles, we recognise that this is reflective of the sectors in which we operate and which have traditionally been male-dominated. We are continuing to build female networks to support early recruitment opportunities and are actively organising STEM events in local schools to address this.

We are continually looking at ways to encourage greater female representation across the organisation and are committed to maintaining the momentum we have experienced over the last year.

## 2. Gender Pay Gap

Gender Pay Gap Reporting applies to all private and voluntary sector employers in England, Wales and Scotland with at least 250 employees as of the 5th of April 2018 snapshot date. Those organisations are required to publicly report their gender pay gap metrics as follows on the government-sponsored website, with the aim of eliminating the gender pay gap:

<b>Mean Gender Pay Gap</b>	<b>Median Gender Pay Gap</b>	<b>Gender Bonus Gap</b>
Difference between average hourly earnings of males and females	Difference between median hourly earnings	Proportion of male and female employees receiving bonus within the 12 month period
<b>Mean Gender Bonus Gap</b>	<b>Median Gender Bonus Gap</b>	<b>Pay Quartiles</b>
Difference between average bonus earnings	Difference between median bonus earnings	Insight into career paths

OISL meets the above criteria for Gender Pay Gap Reporting and as of the 5th April 2018 payroll, our mean gender pay gap stood at 17.9% favouring males, with our median gender pay at 20.5%:

Mean Hourly Pay Differences		Median Hourly Pay Differences	
Male Hourly Rate	£22.34	Male Hourly Rate	£19.99
Female Hourly Rate	£18.35	Female Hourly Rate	£15.89
<b>Pay Gap</b>	<b>17.88%</b>	<b>Pay Gap</b>	<b>20.49%</b>

These are slightly above the national mean (17.1%) and national median (17.9%) as reported by the Office of National Statistics, 2018.

Our data suggests that one of the reasons behind the gap is the lower representation of women in more senior management roles in our organisation. Our data also suggests that we have a lack of female representation in some of our more highly-skilled STEM roles which is contributing to our pay gap as we have a predominance of qualified male specialists in higher-paid roles. While females currently represent 16% of our overall workforce, we are pleased that this consistent proportion is reflected in our Management population, with 18% of our manager roles currently being undertaken by females.

When we look at our internal structure, we have given careful consideration to each of the 4 broad career framework tracks across the company. Encouragingly we see that while each pay band appears to favour men, three pay bands have a pay gap of less than 13%, with the exception being the management career track which has a pay gap of 15%.

We are confident that men and women are paid equally for doing equivalent jobs across our business.

### 3. Bonus Payments and Participation

Our mean bonus gap currently stands at 22.1% favouring females, with our median bonus gap favouring females at 121.6%. We have a significantly higher proportion of male employees receiving a bonus, which is due in part to the composition of our offshore workforce:

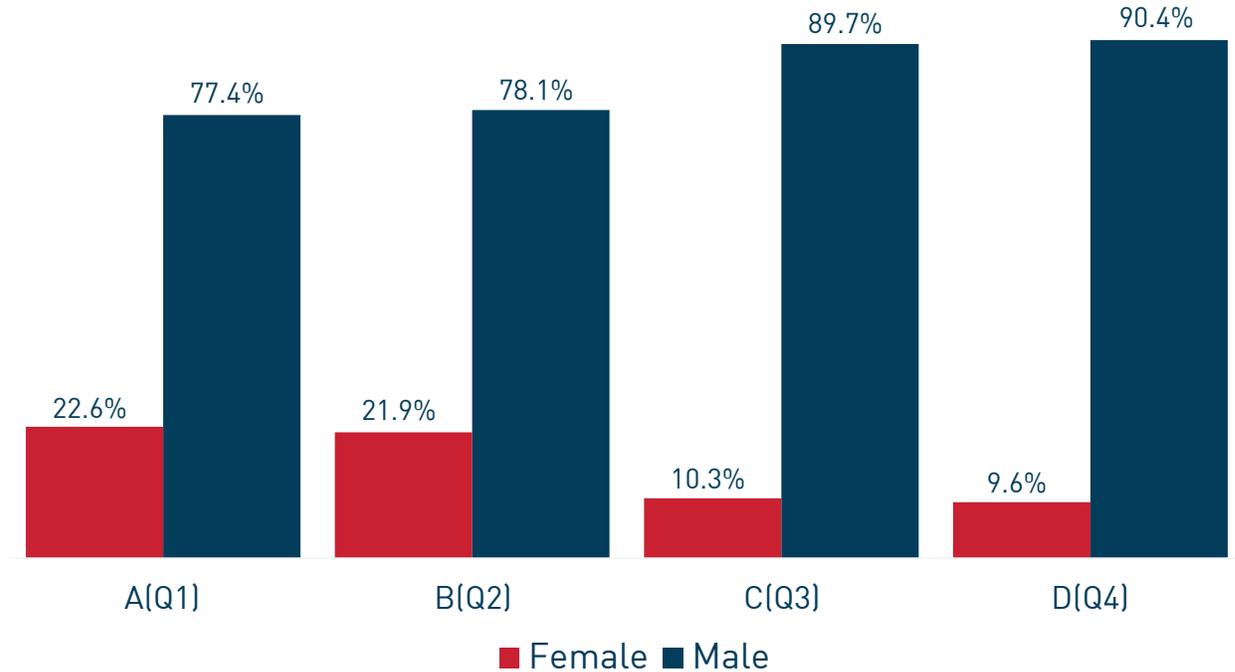
Mean Bonus Differences				Median Bonus Differences			
	Mean Bonus	Number Receiving a Bonus	% Bonus Distribution		Median Bonus	Number Receiving a Bonus	% Bonus Distribution
Female	£3,177.30	22	11.6%	Female	£1,500.00	22	11.6%
Male	£2,601.50	285	28.9%	Male	£ 676.76	285	28.9%
<b>Bonus Gap</b>	<b>-22.13%</b>			<b>Bonus Gap</b>	<b>-121.64%</b>		

We operate an annual performance-related plan which takes account of company and individual performance. Also, as an equal opportunities employer, all our permanent employees at eligible job levels, irrespective of their position, age, gender or ethnicity, are eligible for bonus.

### 4. Career Paths and Earnings

Our gender distribution by quartiles, as defined by the regulations, show us that female employees are underrepresented across all four quartiles, particularly the top two pay quartiles:

## Gender Distribution by Pay Quartiles



### HR Strategy

Our HR philosophy is to secure the best talent available for roles across the organisation and ensure that all our employees are treated fairly and consistently. We continue to focus our recruitment activities on channels that seek to deliver a diverse range of external candidates from different backgrounds. As part of this, we actively partner with local schools promoting STEM subjects in education and offering career advice to make the oil industry more accessible. We encourage more females to view us as a potential employer and proactively encourage women to join our organisation at all levels. We recognise that our strategy needs to evolve to ensure that we attract a higher proportion of females into our organisation.

Our HR team actively supports our diversity message across the organisation by positively influencing and challenging our hiring managers to ensure they recognise how their individual behaviours and actions impact our overall ability to create an open, fair and inclusive workplace culture.

We continue to ensure that all our HR policies and tools proactively support flexible working, enhanced maternity and paternity pay and bereavement support. We believe that these policies and tools encourages inclusiveness, diversity, and assists in creating a results-driven organisation. We also aim to ensure our pay is internally equitable, externally competitive and reflective of an individual's performance towards the company's success.

## Development

Employee development is a key focus and a priority within Oceaneering. We actively seek to champion women and their professional development across our organisation and are committed to maintaining the momentum we have experienced over the last year, as we strive towards a more gender balanced organisation.

We continue to actively create an environment where everyone is motivated to develop and progress through innovative HR policies and practices, training programmes and an encouraging environment.

We recognise the motivational importance of positive senior role models to inspire confidence and success. As part of Oceaneering's global Organisational Leadership Review, we proactively identify talent, leadership and all diversity gaps and our senior leaders commit to action plans to help address and close these gaps. As part of this, we will continue to nurture potential senior management capability. We are proud that we have appointed a female Technical Director in the last 12 months.

Encouragingly, we have seen membership in Oceaneering's Women's Network grow significantly over the last 12 months. The network is championed by both Oceaneering's Chief Executive Officer and our UK Country Manager and has dedicated Communications & Marketing partners actively promoting the network across the organisation. The network successfully rolled out an annual schedule of funded events which was open to all Oceaneering employees. This comprised of diversity & inclusion training, employee wellbeing programmes as well as involvement with charitable initiatives including community foodbanks and providing professional clothing to support women re-joining the workplace.

We are proud of the variety of initiatives that have been rolled out both within and outside the organisation to raise awareness around attraction and promotion of women in the workplace via STEM activities, training and development, employee well-being and community support.

## 5. Year on Year Comparison

We are pleased that we see positive year on year trends in the form of a narrower median gender pay gap with a very marginal increase at the mean.

We recognise that bonus pay, as defined by the regulations, includes a wide-ranging suite of awards including amounts relating to profit-sharing, productivity, performance, incentives and commission plans. As highlighted, we operate a variety of incentive plans which collectively help drive a corresponding wide range in individual amounts reported.

Over the last year, we have tightened our internal categorisation of pay elements which has resulted in some elements now being reclassified as ordinary pay (as defined by the regulations). Our data suggests that this has led to a reversal in the year-on-year bonus gap which has moved significantly and now favours females at both the mean and median.

	2018	2017	Percentage Difference
Mean Gender Pay Gap	17.88%	17.69%	0.2% 
Median Gender Pay Gap	20.49%	22.19%	-1.7% 
Mean Gender Bonus Gap	-22.13%	0.35%	-22.5% 
Median Gender Bonus Gap	-121.64%	9.42%	-131.1% 
Males Receiving Bonus	28.90%	42.00%	-13.1% 
Females Receiving Bonus	11.58%	12.00%	-0.4% 

## 6. Closing remarks

Although our data suggests that there is a gender pay gap within our organisation, we are committed to actively managing this differential as we try to move towards a more gender balanced workforce.

We constantly review and develop our HR policies and practices to encourage and promote the development and progression of all our employees. We will continue to leverage technology to help us identify areas of our organisation that need renewed focus to drive continuous improvement relating to gender equality.

Building on our five core values of Do Things Right, Solve Complex Problems, Grow Together, Outperform Expectations, Own the Challenge, we will continue to work with all of our employees, and regardless of ethnicity, gender, age, disability, religion or sexual orientation, provide them with opportunities to build their confidence and help them in reaching their full potential.

I confirm that the data in this report is accurate and has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



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