

## Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

### Gender Pay Gap Reporting – Transocean North Sea Limited (TNSL)

As of 5<sup>th</sup> April 2017, the only Transocean entity which fell within the scope of the Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the “Gender Pay Gap Regulations”) was Transocean North Sea Limited (TNSL), the entity employing the UK offshore workforce during this period.

Below is a report for the snapshot of TNSL as of 5<sup>th</sup> April 2017.

- Mean Gender Pay Gap: 8.4%
- Median Gender Pay Gap: -2.4%
- Mean Gender Bonus Gap: 100%
- Median Gender Bonus Gap: 100%
- Proportion of Males Receiving Bonus: 16%
- Proportion of Females Receiving Bonus: 0%
- Proportion of Males & Females in Each Quartile: as per the table below

	MALES	FEMALES
Lower Quartile (Pay Band A)	100%	0%
Lower Middle Quartile (Pay Band B)	99%	1%
Upper Middle Quartile (Pay Band C)	98%	2%
Upper Quartile (Pay Band D)	100%	0%

The figures set out above have been calculated using the standard methodologies used in the Gender Pay Gap Regulations. Gender Pay Gap is calculated by taking an average of all male or female employees across the organisation, and as such is not the same as equal pay.

**Definition of mean and median:** The mean figure involves adding up all the figures (calculated in accordance with the Regulations) and dividing the result by the number of employees. Mean can be described as the average. The median involves listing all of the figures (calculated in accordance with the Gender Pay Gap Regulations) in numerical order and then identifying the mid-point. Median can be described as the mid-point.

**Mean Gender Pay Gap:** The mean gender pay gap of 8.4% for this snapshot date arises due to the current demographics within Transocean’s offshore workforce in the UKCS (for this snapshot date women represent less than 1% of the offshore workforce). This is not uncommon within the wider energy industry.

Transocean is confident that its mean gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

**Median Gender Pay Gap:** A negative median gender pay gap of -2.4% exists for the UKCS offshore workforce during this period.

**Bonus Gap and Proportion receiving Bonus:** The mean and median bonus gap is due to Transocean's internal compensation and benefit plans, where eligibility is determined by position. For this period, 16% of the UKCS offshore workforce received a bonus payment; all personnel receiving a bonus were in the Upper Quartile Pay Band D. The majority of personnel in this quadrant hold Department Head positions. No women were holding positions which attracted a bonus during this period. No personnel in Pay Bands A, B or C received a bonus.

**Proportion in each Quartile Pay Band:** From the table depicting pay quartiles by gender, no women are in the lowest pay or highest pay band. The women who do work offshore in the UKCS are all in the middle quartiles (neither holding Department Head positions nor in the entry level positions).

**How does Transocean's gender pay gap compare with that of other organisations?**

The vast majority of organisations within the UK have a gender pay gap, and we are pleased to be able to say that Transocean's gap compares favourably with that of other organisations in the UK.

I certify that the above information is a true and accurate statement.

Signed C. Stephen McFadin



**For and on behalf of Transocean North Sea Limited**

28 March 2018