

Statutory Disclosure

Esso Petroleum Company, Limited				
		2019	2020	2021
Median and mean pay gap				
Median pay gap		3.9%	4.7%	4.1%
Mean pay gap		11.4%	7.3%	6.7%
Proportion of employees in each quartile band				
Upper Quartile	Male	70.5%	71.3%	70.5%
	Female	29.5%	28.7%	29.5%
Upper middle quartile	Male	90.4%	90.0%	90.3%
	Female	9.6%	10.0%	9.7%
Lower middle quartile	Male	81.4%	81.8%	81.4%
	Female	18.6%	18.2%	18.6%
Lower quartile	Male	81.6%	81.5%	80.8%
	Female	18.4%	18.5%	19.2%
Proportion of employees receiving a bonus				
	Male	19.9%	19.2%	20.5%
	Female	20.7%	20.2%	22.7%
Median bonus gap		7.7%	-4.7%	-19.1%
Mean bonus gap		43.4%	26.2%	20.0%

ExxonMobil in the UK employs over 2,200 people across two affiliates to which the government's gender pay gap regulations apply: Esso Petroleum Company, Limited and ExxonMobil Chemical Limited.

The methodology used to report our data complies with the regulations and the Advisory, Conciliation and Arbitration Service (ACAS) Gender Pay Gap Reporting Guidance. The calculations include all UK employees at the two aforementioned affiliates, as at 5 April 2021, whether working in the UK or overseas on expatriate assignments, where their work has a strong connection to the UK.

50%

of graduate recruits in 2021 were female

28%

of female employees are in management positions

ExxonMobil Chemical Limited				
		2019	2020	2021
Median and mean pay gap				
Median pay gap		17.4%	14.2%	12.3%
Mean pay gap		8.6%	8.6%	5.7%
Proportion of employees in each quartile band				
Upper Quartile	Male	81.3%	79.7%	78.2%
	Female	18.7%	20.3%	21.8%
Upper middle quartile	Male	90.3%	90.9%	92.2%
	Female	9.7%	9.1%	7.8%
Lower middle quartile	Male	94.1%	91.4%	90.5%
	Female	5.9%	8.6%	9.5%
Lower quartile	Male	89.8%	90.3%	87.7%
	Female	10.2%	9.7%	12.3%
Proportion of employees receiving a bonus				
	Male	8.6%	7.8%	8.8%
	Female	7.2%	10.1%	13.0%
Median bonus gap		-41.8%	-32.8%	7.4%
Mean bonus gap		-102.4%	24.3%	29.3%

Declaration

I confirm that the gender pay gap data contained in this report for ExxonMobil companies in the UK is accurate and complies with UK regulations



Paul Greenwood

Chairman, Esso UK and Lead Country Manager for ExxonMobil companies in the UK