



ENSCO Offshore U.K. Ltd. UK – Gender Pay Gap Report

As per The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, employers with 250 or more employees in the United Kingdom are required to report on their gender pay gap. As at 5th April 2018, Enesco plc had only one such entity, ENSCO Offshore U.K. Limited, which employed approximately 635 employees, of which all (100%) were working offshore. The below report has been prepared in accordance to the Gender Pay Gap Reporting requirements as outlined in the 2017 Regulations.

At Enesco, our people are our most important asset as prominently stated throughout our Company's Vision and Values. We understand that our success is largely dependent on the talent and dedication of our employees and as a result, we continually invest in our people's professional development. We are committed to creating an inclusive work environment with equal opportunities for all employees – where each person is recognised for their talent and contribution. We believe that building a diverse workforce will make us a stronger organisation.

At Enesco, our onshore diversity has improved over the last few years; offshore however, rig contractors have historically struggled to attract female workers. This has resulted in a general shortage of experienced female workers across the offshore labour markets and, as a consequence, our male employee population is disproportionately larger than our female employee population at all levels in our workforce, especially in the senior, salaried offshore positions which receive higher remunerations. What is still to this day a structural imbalance across our industry's workforce, is reflected in the gender pay gaps noted in the analysis below.

As outlined in the Equality Act 2010, men and women in the same employment performing equal work must receive equal pay. At Enesco we make sure that employees doing the same or similar work are paid equally, and we conduct regular analysis to ensure equal pay. We are proud to report 100% equal pay between male and female employees performing the same job. Gender pay gap, however, looks at the difference in average pay between male and female employee populations. In doing so, it helps companies to gauge equality levels in the workplace, the gender mix in the organisation and to ensure that talent is being maximised. Enesco is continually exploring innovative ways to attract and retain talent to build a multicultural work environment, including expanding a more diverse talent pipeline in terms of nationality and gender throughout the organisation. Part of this process, involves utilizing the below data to assist in monitoring and addressing these gender pay gaps.

Gender Pay Gap Analysis

Mean Gender Pay Gap	2017	2018
The mean gender pay gap:	19.6%	15.8%
The mean gender pay gap is the difference between the average hourly rate among female employees in comparison to the average hourly rate among male employees.		

Median Gender Pay Gap	2017	2018
The median gender pay gap:	2.7%	1.9%
The median gender pay gap is the difference between the mid-point hourly rate of female employees in comparison to the midpoint hourly rate of male employees.		

Mean Bonus Gender Pay Gap	2017	2018
The mean bonus gender pay gap:	64.5%	55.3%
The mean bonus gender pay gap is the difference between the average of bonuses paid to female employees in comparison to the average bonuses paid to male employees.		

Median Bonus Gender Pay Gap	2017	2018
The median bonus gender pay gap:	73.4%	3.8%
The median bonus gender pay gap is the difference between the mid-point of bonuses paid to female employees in comparison to the mid-point of bonuses paid to male employees.		

The proportion of males and females receiving a bonus payment:	2017	2018
The proportion of males receiving a bonus payment:	90.6%	64.1%
The proportion of females receiving a bonus payment:	55.6%	50.0%
The proportion of male and female employees who were paid a bonus. Bonus payments include one-off bonuses for a drilling rig achieving an industry recognized safety milestone, retention bonuses, incentive awards as well as annual performance related bonus plans.		

The proportion of males and females in each quartile pay band		2017	2018
Lower Quartile	Male	99%	100%
Lower Quartile	Female	1%	0%
Lower Middle Quartile	Male	97%	96%
Lower Middle Quartile	Female	3%	4%
Upper Middle Quartile	Male	98%	99%
Upper Middle Quartile	Female	2%	1%
Upper Quartile	Male	100%	100%
Upper Quartile	Female	0%	0%
The proportion of male and female employees in each quartile pay band.			

As can be seen from the above analysis, improvements have been made from the prior year. We will continue to review and address the gender pay gaps identified. Over time, we endeavour to become a more diverse organisation and to increase the gender mix within our company in order to close any persisting numerical gender pay gap. This will require a sustained focus over the coming years that will include implementing new initiatives to attract women into the industry, and developing and retaining the talented women who currently work offshore.

Recruitment

We will continue to innovate, looking for ways to attract qualified women to the industry and to improve the too often negatively biased image of the offshore workplace among that population. We will assess and ensure that our job adverts are gender neutral. As part of our employment value proposition, we will educate applicants on the successful careers that women have achieved whilst at EnSCO and promote the various roles to encourage more women to join an exciting industry where the work is rewarding.

Development and Talent Management

We are committed to continually enhance our processes in support of the identification, mentoring and development of the diverse talent we currently have in our organisation as well as those we wish to attract. The focus is primarily on our Engineer Trainee Program, which provides five years of hands-on operational experience to new graduates and currently encompasses both female and male employees.

Accelerated Development Programs

We are also committed to hiring where we work and building talent pools that reflect the makeup of the countries and communities where we operate or plan to operate. Accelerated development programs are primarily focused on key technical positions, including offshore roles, and provide equal opportunities to local talent.

Enspire Women's Network

Enspire, our professional women's network, aims to provide women within the organisation an opportunity to grow their skillset and network outside of their day-to-day responsibilities. The program is sponsored by members of our corporate organization and provides a formal support structure for the visible promotion of diversity within the company. We will continue to develop and promote this network throughout our organisation.

I certify that the above information, as required by The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is accurate.



Kristin Larsen
Director – Compensation and Benefits