At Chevron, we strive to be the global energy company most admired for our people, partnership and performance.

We are committed to providing equal opportunities for all our workforce irrespective of gender, race, religion, sexual orientation, age, national origin, or disability.

Our success in attracting, developing and retaining a diverse workforce comes from strategies, programmes and processes based on The Chevron Way.

The Chevron Way values are the foundation upon which our company is built. These values guide our actions to deliver results. One of the core values in the Chevron Way is Diversity and Inclusion. We have an inclusive work environment that values the uniqueness and diversity of individual talents, experiences and ideas.

In the U.K., the gender pay gap is defined as the difference in the average pay of all men and women in an organisation, regardless of role or seniority. This is fundamentally different from equal pay, which means to pay men and women equally for the same or equivalent work. We are confident that we do not have an equal pay issue. The gender pay gap published in our report is reflective of our U.K. workforce which has a greater number of men in higher paid senior and technical roles.

At Chevron, there are a number of ways in which we invest in our people and protect them from discriminatory practices, including those associated with pay equity. Our company philosophy prohibits discrimination, including on the basis of gender. Additionally, we have established robust compensation systems and processes designed to minimise risk of bias. This means that men and women are paid equally for equivalent work.

One of the key drivers of the U.K. gender pay gap is the low proportion of women in STEM* occupations. In the U.K., only 25% of all STEM graduates are women and fewer than 10%** of engineers are women. At Chevron, we are actively working to improve this demographic.

In 2015, Chevron was honoured to receive the prestigious Catalyst Award for our specific initiative “Engineering Opportunities for Women.” This award is the premier honour for companies committed to expanding opportunities for women.

I confirm that the gender pay gap data contained in this report for Chevron Energy Limited is accurate and has been produced in accordance with the guidance on reporting developed by the Advisory, Conciliation and Arbitration Service (ACAS).

Stewart Wright
Chairman - Chevron Energy Limited

* STEM: science, technology, engineering and mathematics
** Source: Institute of Engineering & Technology
equal pay
We pay competitively across all salary grades in the U.K. and our target compensation is determined by benchmarking comparable positions at other companies of equivalent size and complexity. Chevron establishes internal equity through job evaluation and defines job categories to pay employees equitably and competitively based on job responsibilities and individual performance. We work to make our processes transparent to employees and apply them consistently across our populations.

the gender pay gap
the difference in the average pay of all men and women in the organisation regardless of seniority or role

having a greater number of men in senior positions or in technical roles with a higher level of pay will mean a greater average pay for men than for women
Historically our industry sector has had fewer women in senior, engineering and technical roles. Our current gender pay gap reflects this disparity, i.e. 77% of our population are men and 23% are women, with the majority of men occupying technical roles. These technical roles typically attract high levels of remuneration, which can be due to scarcity of skills or due to operating in highly competitive markets for skills.

Our gender pay gap is further compounded by the need to pay certain allowances such as expatriate premiums or offshore allowances. Collectively, these factors account for a higher average pay for men than for women as more men typically occupy these positions.

We have one annual broad based short-term bonus plan that is consistently applied across our entire employee population. In addition we have a long-term incentive plan which offers share options to senior executives (the majority of whom are male) and our bonus gap is impacted by their decision to exercise these options within the twelve month bonus period.

These figures show the gender pay gap data for Chevron Energy Limited as at April 2017.
In Chevron, we actively promote the skills development and career progression of our employees through personnel development committees.

These personnel development committees serve as a primary mechanism for advancing diversity in the workforce. They employ consistent processes to select, identify and develop employees and expand capabilities of our workforce regardless of gender or background.

We offer a variety of diversity and inclusion programmes, which raise awareness and educate employees on topics such as inclusive leadership and unconscious bias awareness training.

We hold employees accountable for advancing diversity at all levels of the company, with employees including a diversity agreement in their annual performance management plan.

Our HR policies and programmes support our employees in their professional development and also help to manage work/life priorities; for example, through flexible work schedules, employee networks and mentoring opportunities.

“The business value of being a diverse and inclusive organisation should not be underestimated. Chevron values individuals for their unique skills and contributions. I attribute my career progression to working to continually grow my skill set, great support from other experienced leaders within the organisation and opportunities that are open to all, regardless of gender.”

— Eimear Bonner
General Manager Operations
Tengizchevroil LLP
Kazakhstan (U.K. Expatriate)

“Chevron’s flexible working policies have enabled me to take responsibility for my own career and supported me in striving for balance between my role as a parent and my role as a lawyer.”

— Karen Wasunna
Senior Counsel, Downstream, Chemicals & Midstream Law
London
Chevron engages in a range of initiatives with a view to increasing the appeal of our industry as a career choice for women.

Chevron has partnered with schools and universities for the ‘Young Women in STEM’ conference, enabling school pupils with a strong interest and aptitude in STEM subjects to learn more about opportunities in the industry through lectures, workshops and interactive activities. We sponsor MSc scholarships in Subsea Engineering, Integrated Petroleum Geoscience and Petroleum Engineering and MEng scholarships in Chemical, Petroleum, Mechanical and Electrical Engineering, with an average of 40% of these scholarships being awarded to women.

As a result of our efforts, our U.K. graduate hiring programme has seen an increase in the number of women selected for earth science, engineering and business graduate positions over recent years. These initiatives assist the communities in which we operate and helps secure our talent pipeline for tomorrow.

“Chevron’s STEM-related social investment programmes give me the chance to communicate my passion for STEM subjects and my technical discipline to the next generation of engineers. I want to play my part in securing our industry’s future.”

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Hollie Struthers
Design Assurance Engineer and Women’s Network Lead
Chevron Upstream Europe
Aberdeen

“Acknowledging the great work that’s being done to encourage STEM participation in education, I keenly recognise the important role we have within industry to ensure that we continue to engage and retain those already in the Petro-technical sector talent pipeline and do everything we can to develop them to be tomorrow’s leaders regardless of gender.”

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Adrian Eunson
Drilling & Completions Manager
Chevron Upstream Europe
Aberdeen
Our Employee Networks are groups of employees focused on the following dimensions of diversity: gender, race, sexual orientation, age, disability, military service and nationality. Employee networks are inclusive and participation in the network activities is open to any employee. Our employee networks bring essential value to our business.

In 2017, an estimated 20,000 employees globally – nearly 40 percent of our regular workforce – participated in Chevron’s many employee networks that celebrate and explore diversity. These networks act as a resource for attracting and retaining new talent, providing formal mentoring and coaching to facilitate the transfer of knowledge, skills and experiences throughout the company, and also benefit our communities through volunteering, engagement efforts and outreach.

The Women’s Network proactively engages and develops members, growing the talent needed to drive success for themselves and Chevron; Women’s Networks can also ensure that for issues which are specific to women, a voice is given which is able to cut across organisational boundaries.

“Chevron wants to be recognised as a leader in global diversity and a company that brings out the best in everyone through an inclusive environment. The richness of our cultural and creative diversity increases our ability to achieve our vision and enhances Chevron’s work environment. Chevron operates across the world and we have learned from and respect the cultures where we operate. We appreciate that in our global environment, having a workforce that mirrors the composition of the marketplace where we operate and serve is a key competitive advantage.”

— Greta Lydecker
Managing Director
Chevron Upstream Europe
Aberdeen