



Weatherford U.K. Limited

GENDER PAY GAP REPORT - 2018

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1 INTRODUCTION

Weatherford is one of the largest multinational oilfield service companies providing innovative solutions, technology, and services to the oil and gas industry. Our customers face unique challenges every day, so it is our job to come up with creative, innovative solutions that help them be successful in the safest, most ethical, and sustainable manner.

Building and maintaining a more profitable well, using exclusive well-construction and completion technologies and flawless service execution, we set the stage for life-of-well integrity and prolific production. We then unleash the full potential of our customers' assets with integrated intervention and production-optimization solutions.

We operate across the global energy landscape employing some of the best talent in the industry. Organized internally into 14 Geozones, Weatherford has service and sales locations in all of the major oil and natural gas producing regions in the world including North America, Latin America, Europe, Sub-Saharan Africa, Russia, the Middle East including North Africa, and Asia Pacific.

Weatherford U.K. Limited employs more than 750 people in the United Kingdom. The majority of the workforce is based in Aberdeen, Scotland, where the North Sea Headquarters are located. Other facilities are located in both East Leake and Great Yarmouth.

2 REPORTING REQUIREMENTS

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 ("Regulations") requires any company that is registered in the UK and employs more than 250 people to publish specific metrics related to its gender pay gap annually by April, 4th.

The metrics stipulated in the Regulations are the average pay gap and average bonus gap, together with the proportion of men and women receiving bonuses and a summary of the company's pay structure segmented by gender.

The Regulations specifically require both the **median** and **mean** gender pay gap to be reported.

The **mean** is calculated by adding up all average hourly salaries and dividing them by the number of employees. The resulting gap is the percentage difference between the average male and female hourly pay figures.

The methodology for determining the **median** gender pay gap requires companies to identify the hourly pay for the middle (or median) male and female employee, when ranked from the lowest to the highest. The resulting gap is the percentage difference between the midpoints in the male and female hourly pay.

3 OUR KEY FINDINGS

In the UK, our pay gap across each of the reporting metrics has narrowed since 2017.

Our median gender pay gap has reduced from 30.6% to 24.2% and our mean gender pay gap has reduced from 34.0% to 31.8%.

Our gender pay gap, however, remains above the UK median average of 18%. We have found, however, that this is not driven by unequal pay for equal work, but by the uneven distribution of men and women across the company and the type of roles they perform.

The gender pay gap is the difference between the average pay of all men and women across the business, and does not take into account their role or the level of seniority. It is different to equal pay which measures whether men and women are paid the same for performing similar roles of work of equal value. Weatherford U.K. Limited has processes and pay structures in place to ensure that roles at equivalent levels are paid equally irrespective of gender.

Like other employers in our sector, we have a predominantly male workforce. In 2018, 88% of our employee population in the UK was male.

We have a greater proportion of males in technical occupations, which are typically higher paid and form a significant part of our workforce. By contrast, we have a larger number of females in functional support roles, which are typically lower paid than technical occupations.

Our mean gender bonus gap has reduced from 57.8% in 2017 to 40.8% in 2018 and our median gender bonus gap has reduced from 31.2% to 24.0%. We have different types of bonus and incentive plans, including the management bonus plan, sales and client specific bonuses, long-term incentive awards, technical bonuses and retention award plans. All of our bonus and incentive plans are applied consistently across the company with eligibility to participate linked to the exclusively to the role, and is free from gender bias.

We have more males than females in senior management roles. It is typically the senior management roles that attract eligibility to participate in the management bonus plan and long-term incentive awards.

The majority of our sales and technical roles are held by males, in turn these roles attract higher levels of participation in the sales, client specific and technical bonus plans.

4 RESULTS

Number of Employees	684
Male	88%
Female	12%

Base Pay	% Gap
Mean	24.2%
Median	31.8%

Quartiles	Male	Female
Quartile A (Lower)	79.1%	20.9%
Quartile B (Lower Middle)	83.5%	16.5%
Quartile C (Upper Middle)	95.1%	4.9%
Quartile D (Upper Paid)	93.9%	6.1%

Bonus	% Gap
Mean	40.8%
Median	24.0%

% in Receipt of a Bonus	
Male	21.7%
Female	10.3%

5 OUR COMMITMENT TO DIVERSITY AND INCLUSION

Weatherford is committed to fostering a diverse and inclusive environment, promoting equality within our business and in our approach to employing personnel all around the world. We strive to create an environment where everyone feels comfortable bringing their true selves to work. We believe that the policies and practices promoting Diversity and Inclusion in the workplace that we have developed, and are committed to continuing to strengthen, will aid in addressing the gender-based differences in our employee population described above, including in technical and bonus eligible roles.

In 2017, we announced the launch of the Weatherford Diversity and Inclusion (“D&I”) Program. Our D&I Program is an enterprise priority, and we are keeping the lines of communication open to ensure that this program meets the needs of our employees. Our D&I program has created many new networks, namely, the Women of Weatherford, Young Professionals Network, and Gays and Lesbians of Weatherford.

In addition to this, Weatherford is actively partnering with Pink Petro which honors our values and our global

corporate responsibility. Pink Petro is a global community of energy leaders and disruptors committed to busting the diversity gap and creating a new, inclusive future for energy and we are proud to be an active partner.

Our journey to making Weatherford a place where everyone can be their best selves is at the forefront of everything that we do and we are committed to improving our practices.

Women of Weatherford (“WoW”)

The mission of WoW is to engage, support, empower and inspire women in order to foster professional growth, advancement and leadership within Weatherford.

We believe that the strength of diversity impacts the pulse of the organization and that it is our diverse backgrounds and experiences which generate the most innovate ideas and solutions. The WoW network is focused on fostering this spirit.

Young Professionals Network (“YPN”)

The goal of the YPN is to provide a platform for networking within Weatherford, to build organic relationships and enhance the organisational culture for young professionals within Weatherford through organising events, team building and mixers.

Gays and Lesbians of Weatherford (“GLOW”)

Weatherford wants to actively create a supportive, strong culture of inclusiveness within the organisation regardless of self-identity. Weatherford wants to support diversity, create a thriving and positive environment and inspire creativity and innovation. The mission of GLOW is to provide a supportive environment and empower members of the LGBTQ community to join the next generation of leaders. This group allows us to share knowledge, provide guidance and make Weatherford a great place to work.

Accuracy statement

I confirm the gender pay gap data contained in this report is accurate and has been produced in accordance with the Regulations.

Alexander Olsson

Vice President, North Sea, Sub Sahara Africa & Azerbaijan

