

National Oilwell Varco UK Limited | Gender Pay Gap Report

This report reflects a snapshot of data at 5th April 2018.

April 4th, 2019

Our company

National Oilwell Varco (NOV) is a leading provider of technology, equipment and services to the global oil and gas industry that supports customers' full-field drilling, completion and production needs. Since 1862, NOV has pioneered innovations that improve the cost-effectiveness, efficiency, safety and environmental impact of oil and gas operations. NOV employs 38,000 people and operates in 67 countries.

We are a global family of thousands of individuals, working as one team to create lasting impact for ourselves, our customers and the communities where we live and work. We take responsibility for each other and our company's future, knowing that personal ownership leads to broader success.

We believe in purposeful innovation because we see what others do not and we act. Through business innovation, product creation and service delivery, we are driven to power the industry that powers the world better.

We believe in service above all since our singular goal is to move our customers' business forward. This drives us to anticipate our customers' needs and work with them to deliver the finest products and services on time and on budget.

National Oilwell Varco UK Limited are the employing entity for approximately 2,500 employees in the United Kingdom. The workforce includes onshore and offshore roles across a wide variety of functions. The company has 34 facilities across the UK, with 14 of these in the Aberdeen area providing a base work location for around one third of our workforce. Large manufacturing facilities are located in Manchester, Gateshead and Stonehouse.

Our key findings

We remain an organisation that has a significantly high population of males engaged in offshore, manufacturing and engineering roles which, aligned with our industry, has a heavy bias towards male incumbents. Our female population is found predominantly in support functions, resulting in lower salaries than those holding technical roles.

NOV is confident that our gender pay gap is not driven by unequal pay disparities and is indeed reflective of the uneven distribution of our male and females in specific roles. This is indicative of the traditionally male-dominated oilfield services industry in which we operate.

NOV has pay structures and role levelling programmes that ensures equal pay irrespective of gender.

Our £/hr rate for females has increased by 6% reducing the median gap from 16.5% in 2017 to 12.4% in 2018. We also see improvements in the upper middle and upper quartiles for female employees.

We have seen a significant increase in females receiving bonuses from 32.70% in 2017 to 58.73% in 2018, which is reflective of business segments meeting targets and improving revenues across the business in the specific period.



Josh George

Vice President HR, Europe, Russia & CIS, Africa

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Our results

2415 employees

Male	Female
86.5%	13.5%

Gender pay gap

Mean gap	23.4%
Median gap	12.4%

Gender bonus gap

Mean gap	51.3%
Median gap	58.4%

Proportion of workforce receiving a bonus payment (in 12 months prior to snapshot date)

Male	38.3%
Female	58.7%

Proportion of males and females in pay quartiles

Quartile	Male	Female
Lower	78.7%	21.3%
Lower middle	87.5%	12.5%
Upper middle	87.0%	13.0%
Upper	92.8%	7.2%

Our commitment to addressing the gap

- Establish internal networks to promote inclusivity.
- We will design specific events that cover functions across our business focussing on STEM subjects and engage with schools, colleges and universities and offer female student opportunities.
- Continue to communicate our policies and benefits which promote an inclusive culture.
- We work across our business to ensure all opportunities for learning and development are available to everyone.
- Continue to utilise tools that support job levelling and compensation activities.
- Develop diversity training for hiring managers.
- Our recruitment strategy continues to reduce/remove any gender bias from our processes and introduce specific targets for addressing the balance where possible. We will re-evaluate our workforce plan and introduce set gender mix targets by career level.