



CNR International

CNR International (U.K.) Limited – April 2020

Gender Pay Gap Report





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CNR International (UK) Limited Gender Pay Gap Report 2020

Corporate Mission Statement

“To develop people to work together to create value for the Company’s shareholders by doing it right with fun and integrity”

Introduction

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require UK employers with 250 or more employees to publish their gender pay gap data on an annual basis. CNR International (UK) Limited (CNR International) follows the calculation methodology set out by the [Government Equalities Office](#) by publishing the mean and median gender hourly pay gap, the mean and median bonus pay gap, the proportion of males and females receiving a bonus payment and the proportion of males and females in each pay quartile. CNR International’s results have been independently verified by Pinsent Masons LLP.

CNR International is an oil and natural gas exploration, development and production company with operations in the United Kingdom portion of the North Sea and offshore Africa. Our current UK headcount as of the snapshot date of the 5th April 2020 was 284 employees with a gender balance of 81 Females and 203 Males.

As with previous years, we have published our gender pay gap report, highlighting the difference between the mean and median hourly pay of all female employees relative to all male employees, regardless of role or pay grade. Gender pay gap figures are influenced by a variety of different factors, including the proportion of males and females employed, the proportion of male and female employees holding senior technical and leadership roles and general societal trends in relation to the types of academic subjects taken by males and females and the job opportunities those choices lead to.

Since issuing our previous report, we have continued to actively engage with our employees by way of our Equality, Diversity and Inclusion (EDI) Forum to continuously improve our strong organizational culture.

The gender pay gap is not the same as equal pay. Equal pay ensures that employees in the same or equivalent roles with similar qualifications, experience and performance are equivalently paid. Canadian Natural, including its worldwide subsidiaries, such as CNR International (UK) Limited is committed to equal pay to ensure male and female employees are paid equally for equivalent work.

Understanding our 2020 Gender Pay Gap

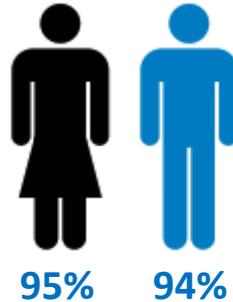
2020	Mean (Average)	Median (Mid-point)
Base Pay Gap	40%	46%
Bonus Gap	64%	60%



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The above figures show that the mean pay of all our female employees is 40% lower than the mean pay of all our male employees, reduced from 2019. The Median female employee is paid 46% less than a male employee, which is comparable with 2019.

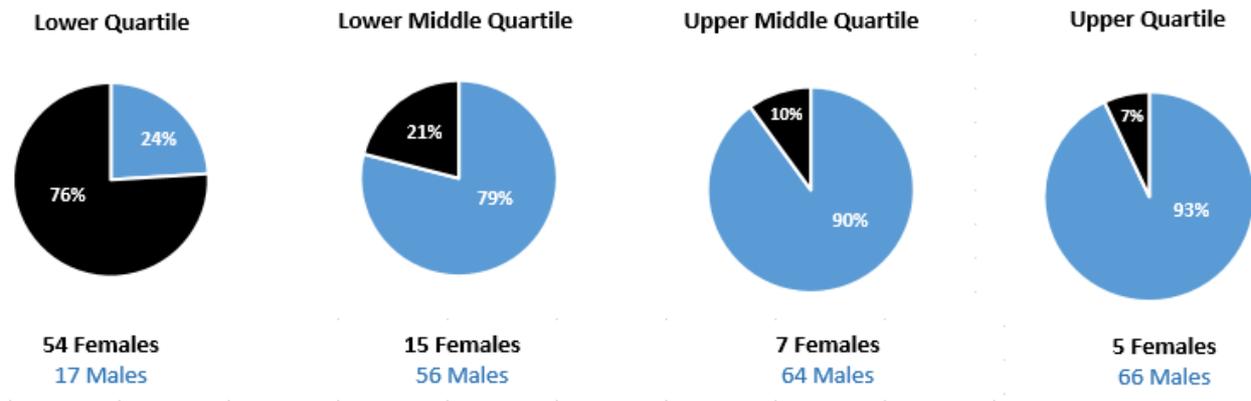
Proportion of CNR International employees who received a 2020 Bonus



CNR International has a bonus program inclusive of **all** employees. The above figures are not 100% for the reporting period due to new employees who commenced employment with the company towards the end of the bonus period, and therefore were not eligible for the bonus program during the reporting period.

Pay Quartiles

This calculation shows the proportions of males and female employees in each of our four quartile pay bands:



Last year's figures for gender split across the quartiles are included in the 2019 Gender Pay Gap report, which can be downloaded from: [CNR-International-Gender-Pay-Gap-Report-2019-2020.pdf](#).

There are no significant differences in the pay quartiles since the 2019 report.



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Addressing our Gender Pay Gap – Continuous Improvement

CNR International is committed to having a culture which has equality, diversity and inclusion at its core. The Company values and respects what makes its employees different, and promotes the view that a diverse and inclusive organization that works together effectively will be more successful and enhance value creation.

We are committed to continuous cultural improvement, driven by employee engagement, to identify how equality, diversity and inclusion can become more prevalent in the existing strong corporate culture in our organization. Through this we have identified focus areas and key activities, which have been committed to by the Company's leadership.

A brief insight into the work undertaken by each of these focus areas is provided below:

- **Recruiting, Retaining and Developing Staff**

Equality, diversity and inclusion is driven by our people. Under this focus area, we have dedicated our efforts to further refining our recruitment practices to continue to encourage greater applicant diversity. We continued to encourage career development and widened our mentoring program.

- **Working Together with Industry and Society**

Under this focus area, we continue to work together with a number of partners and organisations to share and collaborate on initiatives that promote diversity and inclusion within the industry. We have continued to support school engagement and promote and educate on STEM topics, and the wider oil and gas industry, across all levels of education. We have also undertaken work to develop our tendering and contract process to ensure it reflects our equality, diversity and inclusion values and commitments. In 2021, we will continue to develop and strengthen our links with schools and other educational partners, including adapting to the ongoing remote nature of school engagement, so that we can continue to support and promote equality, diversity and inclusion within the community and the industry.

- **Driving an Equal, Diverse and Inclusive Culture**

In 2020 we continued to focus on finding ways to ensure diversity and inclusion principles are central to our culture. Education on diversity and inclusion issues and challenges is a primary focus of the group, and in 2020 we focused in particular on Black and Minority Ethnic issues. We also held a number of online events, inviting guest speakers to raise awareness of diversity and inclusion issues. In 2021 we will continue to undertake a variety of initiatives.



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Statement

I confirm that the information and data provided is accurate as at the snapshot date of 5th April 2020 and CNR International (U.K.) Limited has employed the services of law firm Pinsent Masons LLP to review and confirm our interpretation of the Government regulations and the applied methodology.

Our results are in line with the government gender pay reporting requirements and can be viewed via this link: [Gender-Pay-Gap-Service.gov.uk](https://gender-pay-gap.service.gov.uk)

Alison Critten
Manager, Human Resources
CNR International (UK) Limited