

A photograph of three people in a modern office hallway. On the left, a woman with long brown hair, wearing a blue t-shirt and blue jeans, is smiling and talking to a man in the center. The man has short grey hair and a beard, wearing a black polo shirt and dark trousers. On the right, another woman with long blonde hair and glasses, wearing a patterned blazer and white sneakers, is also engaged in the conversation. The hallway has large windows on the left and a light-colored floor.

# UK Gender Pay Gap Report 2019

Aker Solutions is strongly committed to the principles of equality, diversity and inclusion.





## Our 2019 Gender Pay Gap

The UK Gender Pay Gap Regulations require all companies with 250 or more employees to publish details of their gender pay gap and bonus gap.

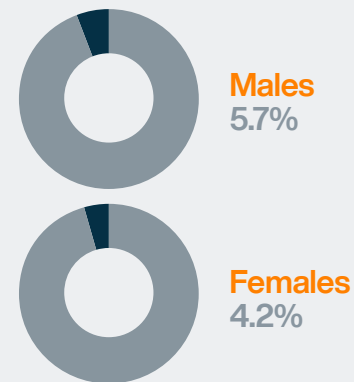
## Aker Solutions Gender Pay Gap 2019

The figures have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

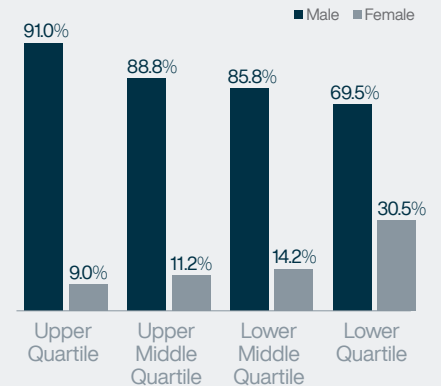
### Our gender pay gap and bonus gap reporting figures

	Mean	Median
Gender pay gap	18.9%	23.8%
Gender bonus gap	-25.3%	-45.4%

### Proportion of males and females receiving a bonus payment



### Proportion of employees in each quartile pay band



**As Aker Solutions reports improved gender pay gap figures for 2019, compared with 2018, the company's focus on equality, diversity and inclusion grows stronger.**

Aker Solutions continues to report an improvement in the gender pay gap figures for 2019. In an industry where traditionally males have occupied the higher paying offshore and technical roles, the year-on-year reduction in the pay gap demonstrates steady progress in the development and promotion of our female employees.

As an organization, we are committed to continue our drive towards achieving gender balance. This includes encouraging the uptake of STEM subjects and inspiring young people to consider a career in our industry.

It is our aim to achieve greater inclusion and diversity across our workforce. To support this, globally we have set clear diversity and inclusion KPIs. We will strive to address the challenges we face as an industry and continue to work collaboratively across our networks to encourage diversity at all levels and in all roles.

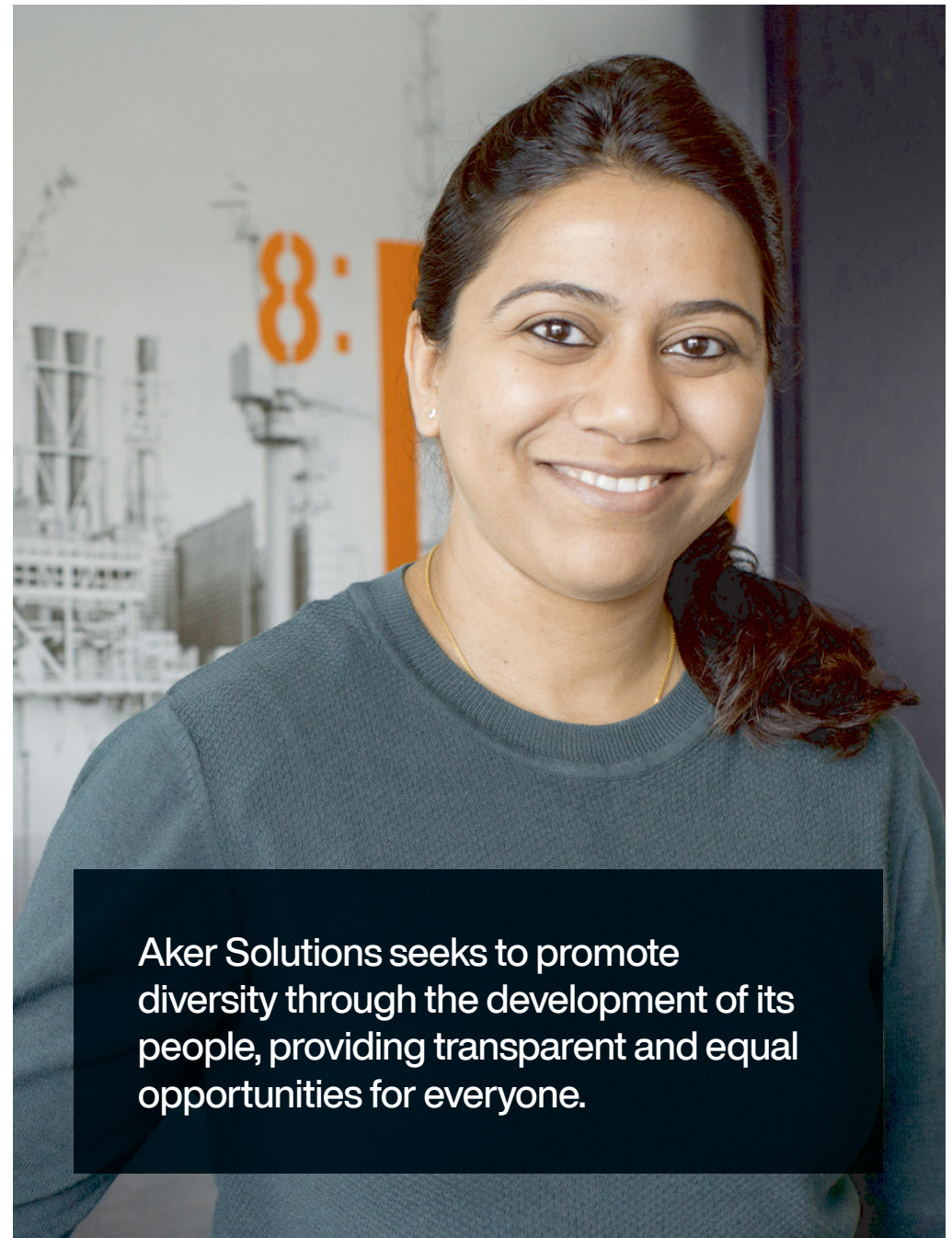
Aker Solutions will continue to work hard to create a diverse and equal working environment and culture. We confirm that the our UK gender pay gap calculations are accurate and meet the requirements of the regulations.



**Sian Lloyd Rees**  
UK Country Manager



**Ruth Tulloch**  
Head of HR, UK



**Aker Solutions seeks to promote diversity through the development of its people, providing transparent and equal opportunities for everyone.**