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**Equality Act 2010 (Gender Pay Gap Information) Regulations 2017**

**Gender Pay Gap Reporting – Transocean Onshore Support Services Limited (TOSSL)**

As of 4<sup>th</sup> April 2020, the only Transocean entity which fell within the scope of the Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the “Gender Pay Gap Regulations”) was Transocean Onshore Support Services Limited (TOSSL), the entity employing the UK onshore and UK offshore workforce during this period.

Below is a report for the snapshot of TOSSL as of 4th April 2020.

- Mean Gender Pay Gap: 29.6%
- Median Gender Pay Gap: 34.4%
- Mean Gender Bonus Gap: 53%
- Median Gender Bonus Gap: 71%
- Proportion of Males Receiving Bonus: 29%
- Proportion of Females Receiving Bonus: 83%
- Proportion of Males & Females in Each Quartile: as per the table below

	MALES	FEMALES
Lower Quartile (Pay Band A)	74%	26%
Lower Middle Quartile (Pay Band B)	95%	5%
Upper Middle Quartile (Pay Band C)	94%	6%
Upper Quartile (Pay Band D)	95%	5%

The figures set out above have been calculated using the standard methodologies used in the Gender Pay Gap Regulations. Gender Pay Gap is calculated by taking an average of all male or female employees across the organisation, and as such is not the same as equal pay.

**Definition of mean and median:** The mean figure involves adding up all the figures (calculated in accordance with the Regulations) and dividing the result by the number of employees. Mean can be described as the average. The median involves listing all of the figures (calculated in accordance with the Gender Pay Gap Regulations) in numerical order and then identifying the mid-point. Median can be described as the mid-point.

**Mean Gender Pay Gap:** The mean gender pay gap of TOSSL as of the snapshot date of 4th April 2020 was 29.6%.

**Median Gender Pay Gap:** The median gender pay gap of TOSSL as of the snapshot date of 4th April 2020 was 34.4%.

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**Bonus Gap and Proportion receiving Bonus:** The mean gender bonus gap and the median gender bonus gap as of the snapshot date were 53% and 71% respectively.

**Proportion in each Quartile Pay Band:** The pay quartiles show the percentage of men and women in each group.

I certify that the above information is a true and accurate statement.

Signed A Hay (Director of TOSSL)

A handwritten signature in black ink, appearing to read 'A Hay', with a small flourish at the end.

**For and on behalf of Transocean Onshore Support Services Limited**

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