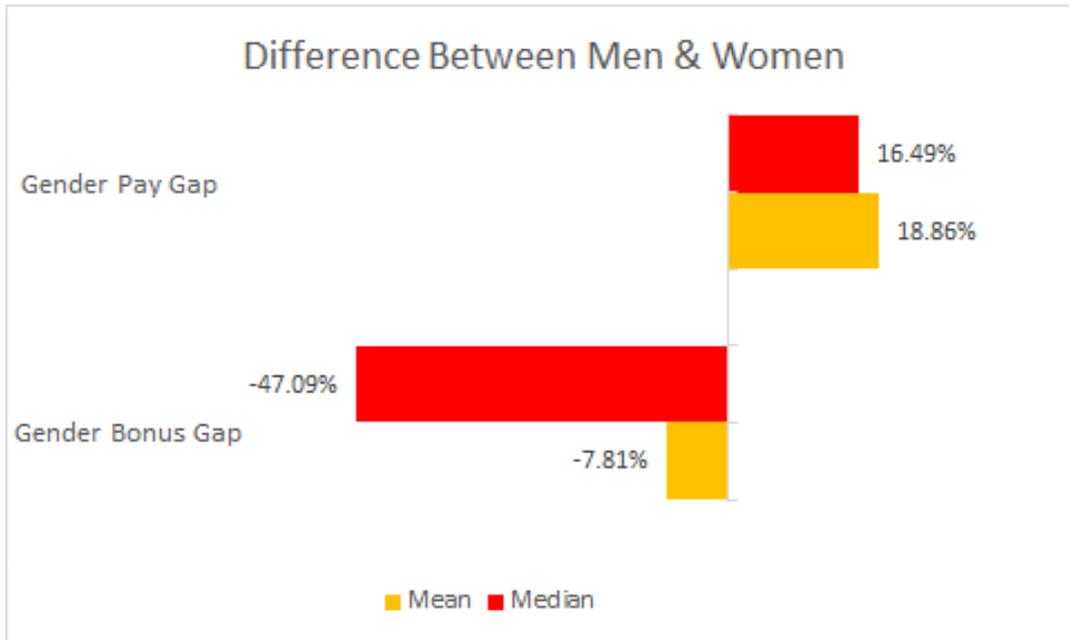


## What is the Gender Pay Gap?

The gender pay gap is the difference between the average earnings of men and women in our organisation. The reporting below presents the data at the snapshot date 5<sup>th</sup> April 2017 as defined by the Regulation.

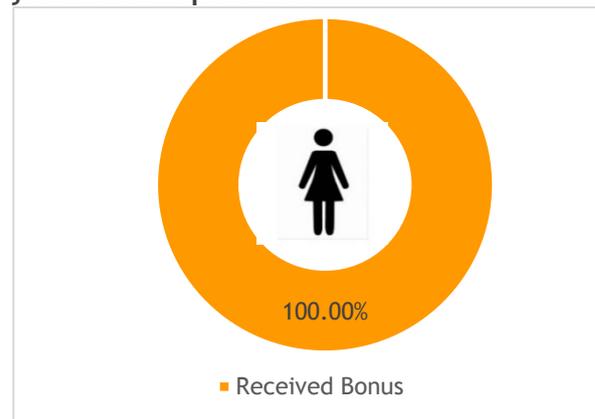
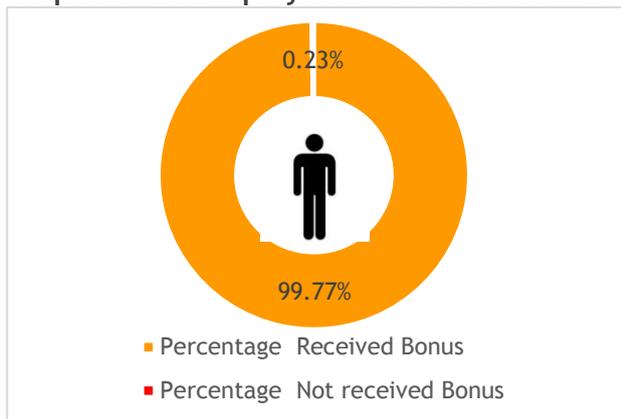
## What is our Gender Pay Gap?

### Mean and Median Pay and Bonus Gap



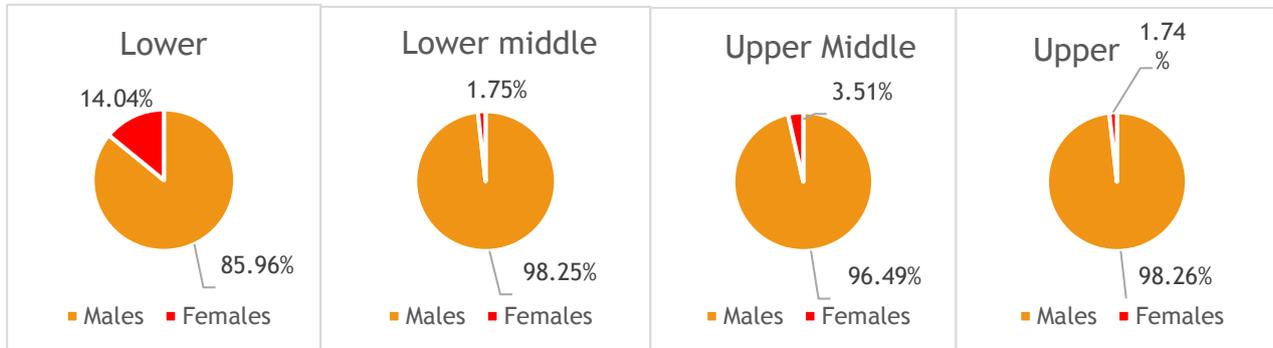
There are fewer women in senior positions and shift roles and whilst actively applying a gender equality recruitment approach, traditionally the company has attracted mainly male applicants.

### Proportion of employees awarded a bonus in the year to 5th April 2017



There are 2 distinct populations for bonus awards. One population includes male and female employees who receive an individual performance bonus and a KPI bonus. The second population are employees, currently exclusively male, who are part of a collective agreement and only receive the KPI bonus. The individual performance bonus for the second population was previously consolidated into their basic pay. Therefore, due to this there is a negative bonus pay gap. The 0.23% of males who did not receive any bonus was due to them joining the company past the cut-off date.

Proportion of employees in each pay quartile band



The graphs above illustrate the gender distribution at Total Lindsey Oil Refinery Ltd across four equally sized quartiles.

### What caused our Gender Pay Gap?

Total Lindsey Oil Refinery Ltd is committed to providing equal pay for equal work and to that end we conduct regular analysis and take the necessary actions to ensure our male and female employees are paid equally for equivalent work across our business.

The gender pay gap is partly due to the large number of shift employees who receive a shift allowance and previously had their individual bonus consolidated into their salary. Shift employees are currently exclusively male and it is very rare for females to apply for these positions.

There is an overall gender imbalance with only 5.26% of our employee population covered in this report being female. There is no representation of women in shift roles which contributes to the pay gap and negative bonus gap.

### Next steps

Our focus in the future is to continue to diversify our employee population and to encourage and support gender parity in senior management roles wherever possible through recruitment, talent management and compensation practices. It is also one of our aims to continue to see gender diversity in all disciplines.

We are committed as part of the Total Group to address the gender (pay) gap in our industry and the Total Group has embarked on a number of related initiatives. The Total Group succeeded in meeting its 2015 target of women making up 18% of senior executives worldwide.

We are committed as part of the Total Group to creating an inclusive working environment in which everyone can express and develop their potential, ensuring that all our employees have the same opportunity to succeed.

I confirm the data reported is accurate



Jean-Marc Durand  
General Manager