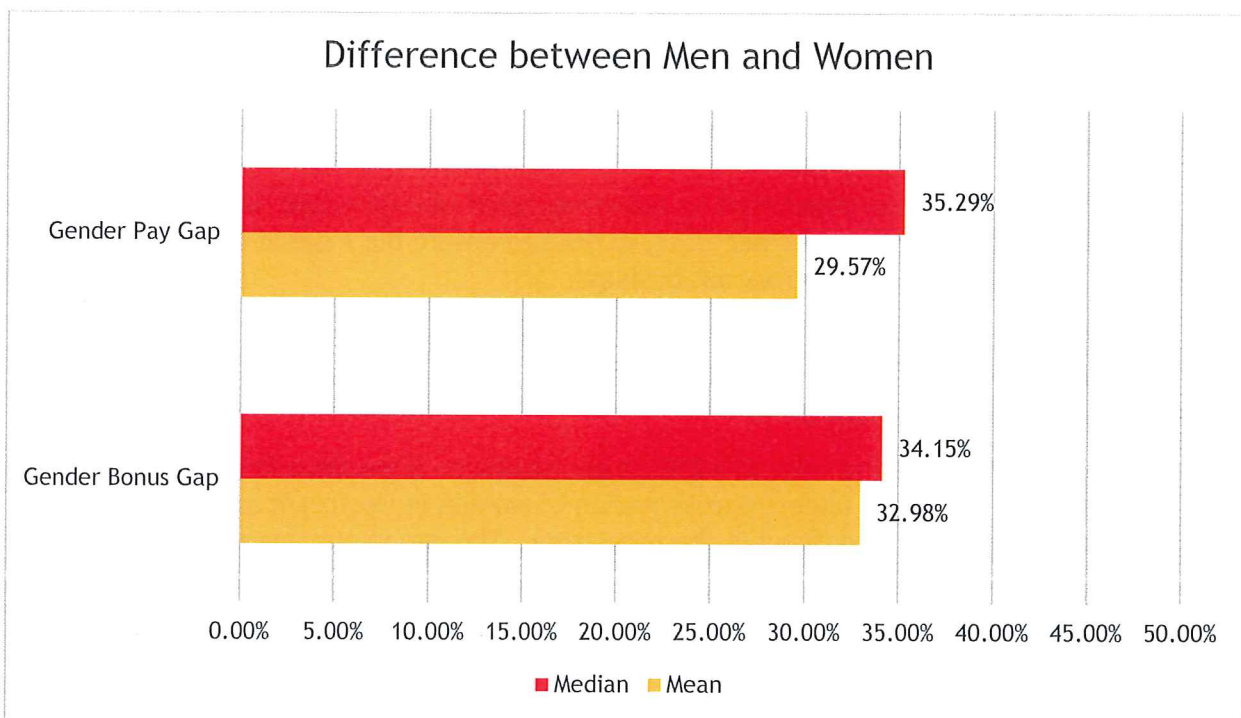


## What is the Gender Pay Gap?

The gender pay gap is the difference between the average earnings of male and female employees in our organisation. The reporting below presents the data at the snapshot date 5 April 2017 as defined by the Regulation.

## What is our Gender Pay Gap?

### Mean and Median Pay and Bonus Gap



There are fewer women within the technical specialism areas (Geoscience and other Petrotechnical roles), including offshore and site-based roles. As such, we see a greater gender pay gap at company level since these roles attract higher pay and site-specific payments due to the local Oil & Gas sector market conditions.

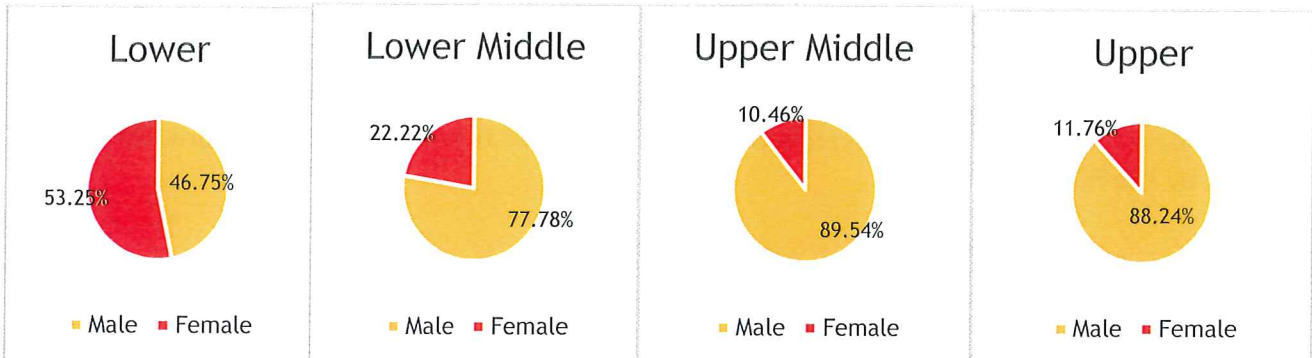
### Proportion of employees awarded a bonus in the year to 5th April 2017

Male Employees - 100% received a bonus

Female Employees - 100% received a bonus

Our bonus awards are based on merit and are therefore are gender neutral. All employees are eligible for a bonus.

## Proportion of employees in each pay quartile band



The graphs above illustrate the gender distribution at Total Exploration & Production Limited across four equally sized quartiles.

## What caused our Gender Pay Gap?

Total Exploration & Production 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.

We know that we have a gender pay gap when comparing the average earnings of men and women and we are committing to take action to reduce this gap by 2020. There are a number of factors that influence this gap in our Company.

Firstly, there is a gender imbalance with only 25% of our employee population being women and 75% being men. Secondly, we have an under-representation of women in Upstream specialist roles leading to a pay and bonus gap as defined in the regulation. The gap in our Upstream business is exacerbated due to the fact that many of the Upstream specialist roles attract additional allowances for working offshore/at site or on shifts.

## Next steps

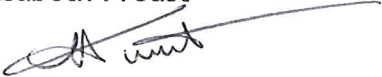
We are committed as part of the Total Group to address the gender (pay) gap in our industry and the Total Group has embarked on a number of related initiatives. The Total Group succeeded in meeting its 2015 target of women making up 18% of senior executives worldwide. The Total Group targets for 2020 are to have 25% of women senior executives and women accounting for 20% of Management Committee members.

We are committed 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 our aim to see further gender diversity in technical disciplines onshore and offshore.

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

Elisabeth Proust



Managing Director  
Total E&P UK Ltd