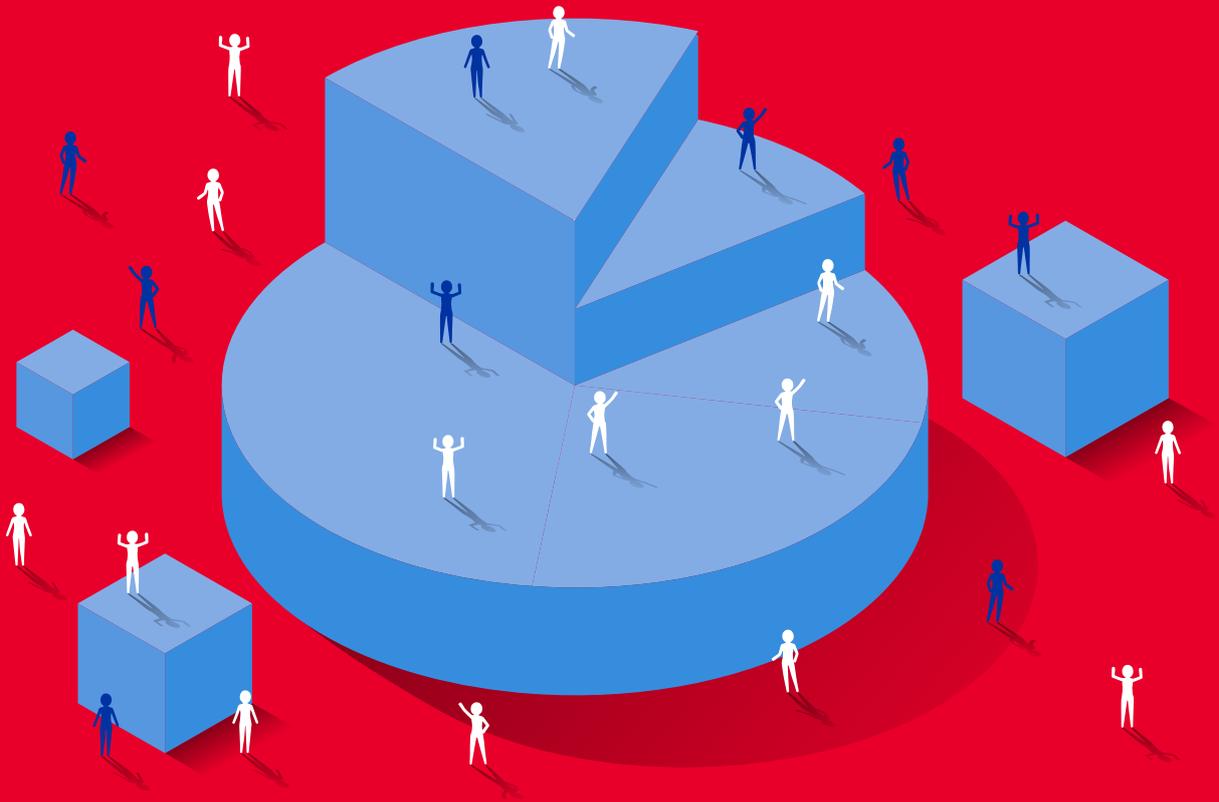


Gender Pay Gap Report 2017



Introduction

Total has worked for more than 15 years on improving gender equality across its global businesses and we have ensured that men and women receive the same pay for the same work, with the same terms, conditions and benefits.

Despite our strong pay equality however, we have realised that there is a problem with recruiting and retaining women in certain jobs. For Total in the UK, and indeed the wider oil and gas industry, the lack of women in technical and offshore roles is a long term challenge.

In this report we present the results for each of the three Total affiliates in the UK that employ more than 250 members of staff. We report on the pay gap and the bonus gap, giving figures for both the mean and the median and also the percentage of male and female employees who receive a bonus. We also break down pay by quartile band. The report then discusses the results and the measures we will take to reduce the gender pay gap that results from the small numbers of women in technical and offshore positions.

Gender equality is an important issue for Total and our systems for recruitment ensure fairness. We will make progress by continuing to work on increasing the number of women applying for the technical and offshore jobs that have higher pay than many of our other roles. We will do this by continuing our work with stakeholders and social partners to increase the attractiveness of STEM subjects at school and university as this will stimulate more applications to technical and offshore roles.

One of our values is respect for each other. Creating an inclusive environment in which everyone can express and develop their potential, from the moment they are hired and throughout their career, means ensuring that all our employees have the same opportunity to succeed. As a responsible employer we recognise that there is always work to do to improve this and we are determined to continue making progress.

Elisabeth Proust
UK Country Chair



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TOTAL in the UK Gender Pay Gap Report

At Total, our ambition is to become the responsible energy major. We have always had the firm conviction that the women and men of Total are the energy that drives our Group forward. That's why we strive to create the conditions for them to express and develop their potential. Our objective is to offer our employees working conditions that allow them to fulfill their individual aspirations by collectively rising to the challenges of a responsible energy future.

We are committed to providing equal pay across our Group. 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 businesses. However, we have identified a gender pay gap in the UK. The main reasons are fewer women in senior positions and fewer women working within the technical specialism areas, trading and mainly attracting more male applicants.

Gender diversity is a key factor for success for Total. Equality between women and men in the workplace has been an essential for the Group for many years, and is something that we always strive to achieve. As one of Total's priorities, it can be seen not only in measurable targets but also, more importantly, by our commitment to championing workplace gender equality as a source of mutual fulfilment. By 2020, the Group aims for women to account for:

- 25% of senior management positions (versus 5% in 2004 and 21.1% in 2017).
- More than 20% of management committee members at the corporate unit and in affiliates (compared with 21% in 2017).

Total's commitment to this issue begins at the hiring stage and continues throughout any individual's career. Even prior to recruitment, the Group promotes gender diversity in science, by:

- Raising awareness of careers in science among young women.
- Hiring women in proportions that reflect the percentages of female students in our target schools and training programs.
- Ensuring equal career development opportunities for women and men.

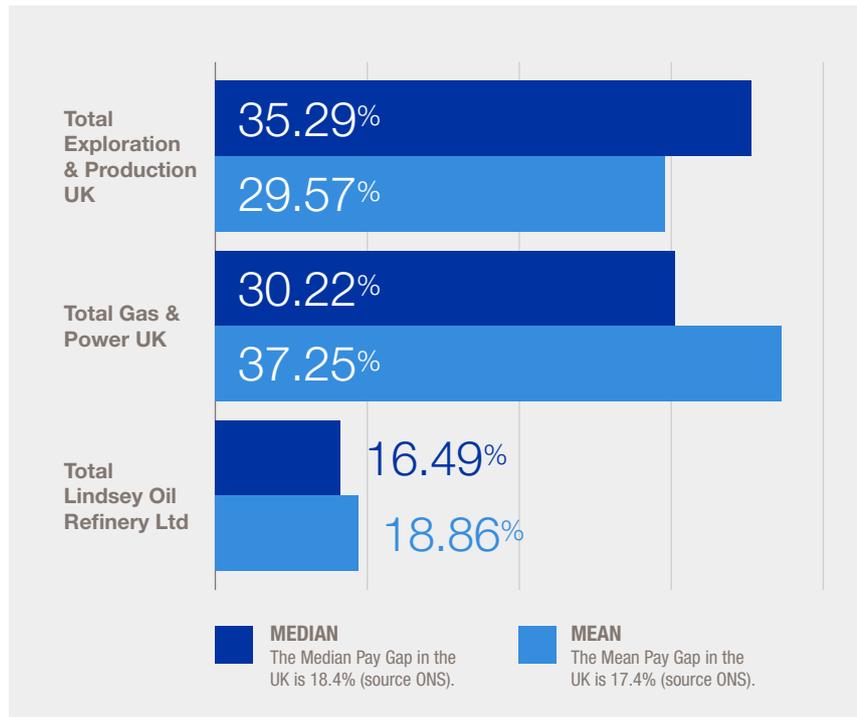
Total has been a signatory of the United Nations Global Compact initiative Women's Empowerment Principles – Equality Means Business since 2010. It went on to sign IndustriALL's global agreement in 2015, confirming its support of equal opportunities and workplace gender equality. Along with 20 other oil and gas companies, Total made a commitment at the World Economic Forum by signing '**Closing the Gender Gap in Oil & Gas: A Call to Action for the Industry**' in 2016, followed more recently by its endorsement of the Global Deal in 2017.

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.

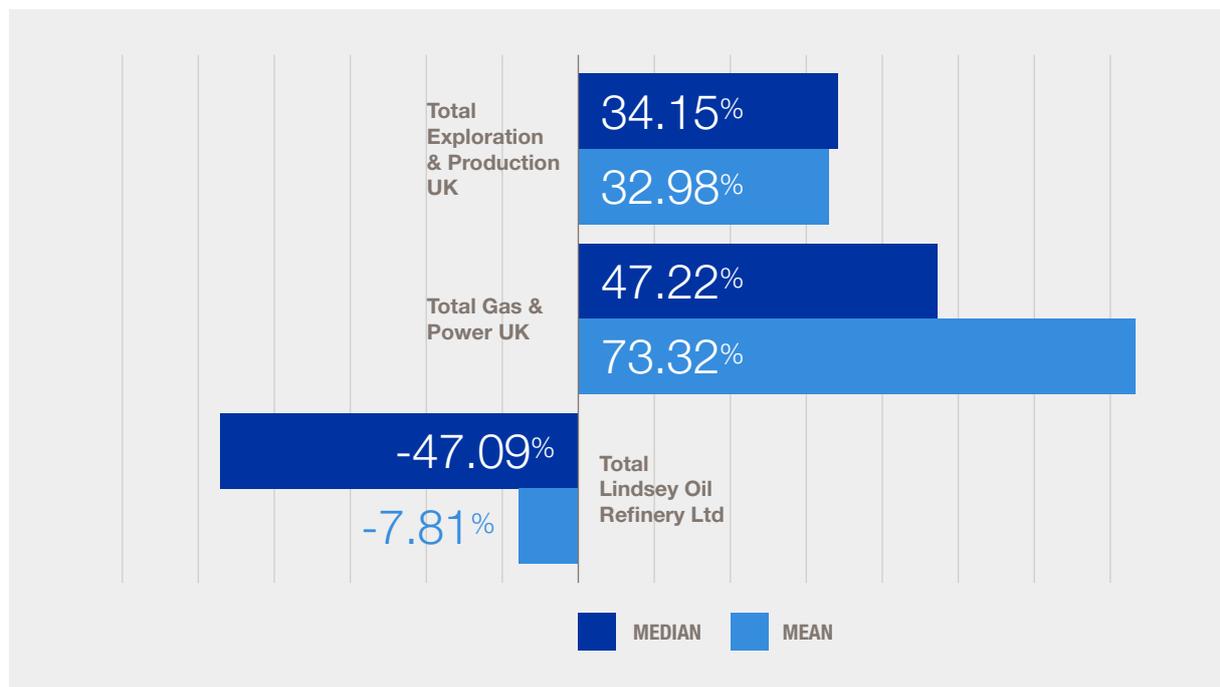
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Pay Gap

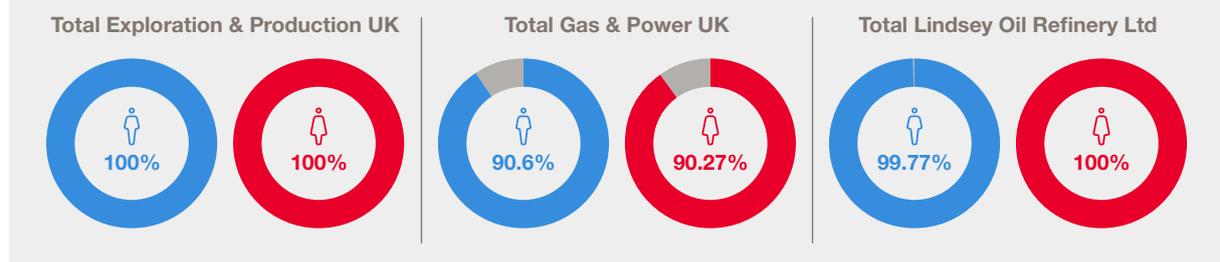
The pay gap is most commonly expressed as a mean average, which begins by looking at the two sets of salaries of men and women in order to calculate the average hourly remuneration for each gender. The pay gap is the % difference between the two averages. The challenge in our organisation is over time to reduce and ultimately eliminate any gender pay gap:



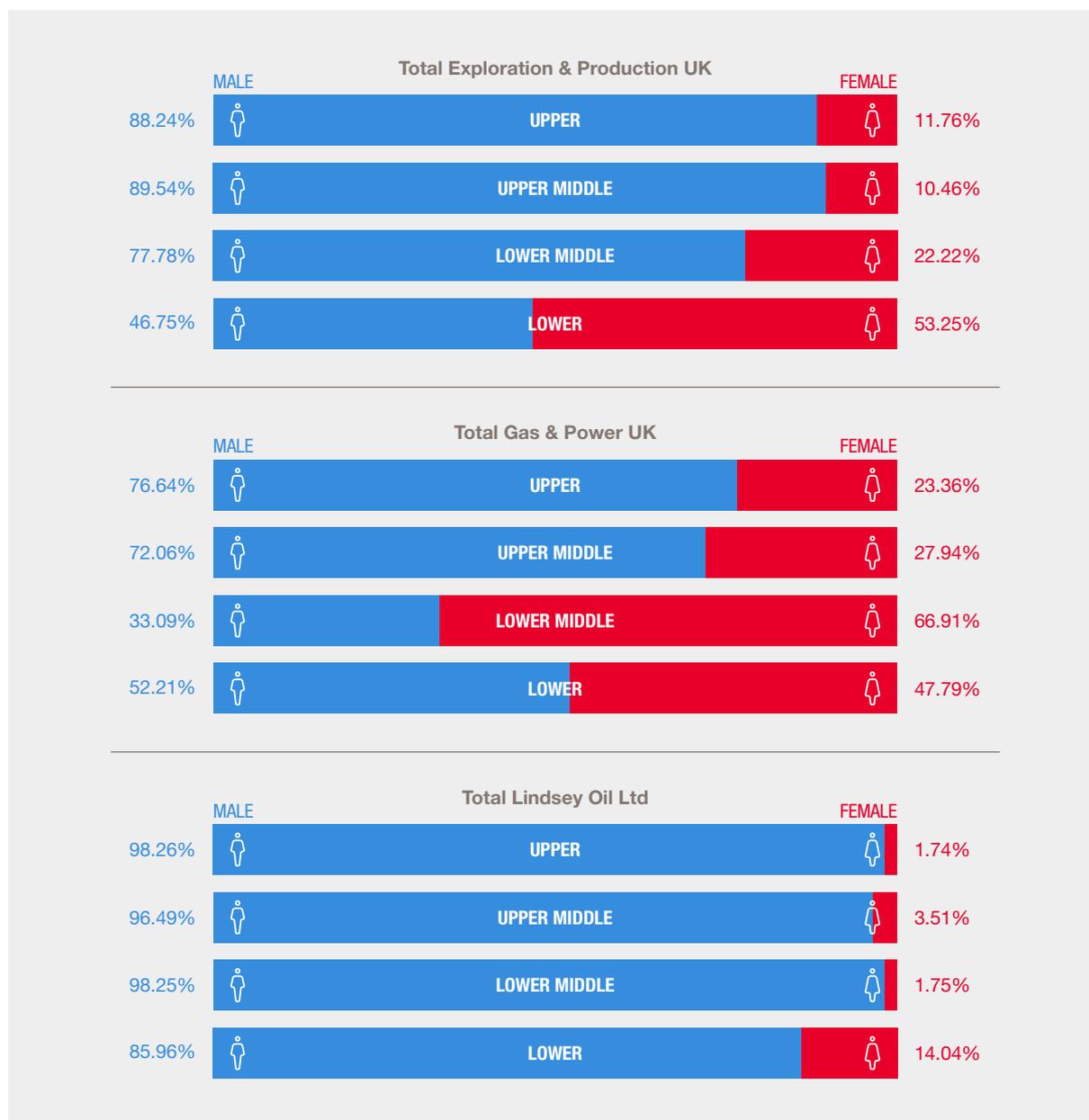
Bonus Gap



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



Breakdown by Pay Quartile



What has caused our Gender Pay Gap?

Firstly, there is a gender imbalance with % of our employee population being female and % being male.

Secondly, our gender pay gap exists mainly because we have differing proportions of men and women at different levels in our workforce and specific roles that attract higher pay and/or allowances. For example, offshore and site-based positions, which attract payment of sizeable monthly allowances, are held almost exclusively by male employees. This is one challenge facing us and a challenge that is replicated throughout the Oil & Gas Industry.

Thirdly, as a company, the work we do relies heavily on having and developing highly-skilled employees from a variety of specialist STEM-related fields. We recognise that there is a UK-wide issue in terms of the under-representation of women in these specialist disciplines which starts as early as school age and persists throughout the lifetime of employment.

We recognise the need to address and improve this balance and will engage in positive action to get more women, and more diversity in general, into senior and well-paid technical and offshore roles.



Measures to address our Gender Pay Gap

1. Impacting the Talent Pipeline into Total in the UK:

- Continuing our schools outreach activities aimed at promoting STEM subjects (science, technology, engineering and mathematics)
- Developing and enhancing our approach towards recruitment and development of female talent to ensure a more equal representation
- Working hard to achieve parity in the recruitment process, where possible, by working with universities who can demonstrate a good female representation within their undergraduate population

2. Supporting Employees to develop their full potential:

- Further developing our management of women including mentoring programmes for female employees to help them progress to the next level of their career / appropriate senior role models
- Establishing internal networks to help women break through equality-impeding social and cultural barriers
- Supporting individual women to gain the technical skills to progress into more senior roles
- Developing new ways of making typically male-dominated roles attractive to women
- Increasing awareness of family friendly policies such as shared parental leave, company maternity, paternity and adoption leave, as well as promoting the option of flexible working arrangements where operations allow

Next Steps

As an organisation, we will engage with employees to progress on gender equality across Total in the UK. We are committed to diversifying our employee population and to supporting gender parity in senior management roles wherever possible through recruitment, talent management and compensation practices.

We will continue to monitor and analyse our gender pay gap so that we can better understand the drivers of the gap and target action to reduce it. We do recognise however that meaningful and sustained change across our business, and more broadly across the sector, will take time.

Impact of the recent Maersk Oil and Engie LNG acquisition on our Gender Pay Gap will be analysed when reporting on our 2018 Annual Gender Pay Gap Report to be reported by April 2019.

Total.com



Supplying affordable energy to a growing population, addressing climate change and meeting new customer expectations are the three main challenges Total must meet as an energy major.

That is what guides what we do. With operations in more than 130 countries, we are a top-tier international oil and gas company. We are also a world-class natural gas operator and a global solar leader through our affiliate SunPower. Our activities span oil and gas production, refining, petrochemicals and marketing. Demonstrating their commitment to better energy, our 100,000 employees help supply our customers worldwide with safer, cleaner, more efficient and more innovative products that are accessible to as many people as possible. Our ambition is to become the responsible energy major.



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