



GENDER PAY GAP REPORT 2020



A message from Ladislav Paszkiewicz

Country Chair for Total in the UK



Each year, in line with government regulations, we publish our Gender pay Gap results. The energy industry, with its foundations in technical and industrial jobs, has traditionally attracted more men than women. Our focus now is to challenge that tradition and demonstrate that we can offer fulfilling careers across all our operations to men and women in equal measure.

Our diverse workforce is our biggest asset. Providing equal opportunities for both men and women is important to Total and we are committed to creating inclusive, attractive and motivating work conditions.

This year's report covers payroll data from 2020 from all our UK businesses, regardless of their size. It shows we have made steady progress in reducing the size of our pay gap. This is largely down to the targeted actions taken by our UK businesses and these measures are described in more detail later in this report. There are nevertheless areas for improvement and we remain committed to pursuing this work.

In the UK, each of our businesses are taking steps to reduce their gender pay gap and this report sets out those actions in more detail.

How we've structured this report

Since 2016, large UK companies with more than 250 employees have been required to produce a report on their gender pay gap every year. The report covers four calculations to measure gender pay:

- Gender pay gap (mean and median): the difference in the average pay of all men and all women across an organisation.
- Gender bonus gap (mean and median): the difference in the average bonuses of all men and women across an organisation.
- The proportion of men and women receiving bonuses.
- The proportion of men and women in each quartile of an organisation's pay structure.



In order to give a fuller picture of Total in the UK, we publish data for our main entities regardless of whether they have 250 employees. Our four main UK companies are:

- Total Exploration & Production UK Ltd.
- Total Gas & Power UK Ltd.
- Total Lindsey Oil Refinery Ltd.
- Total UK Ltd.

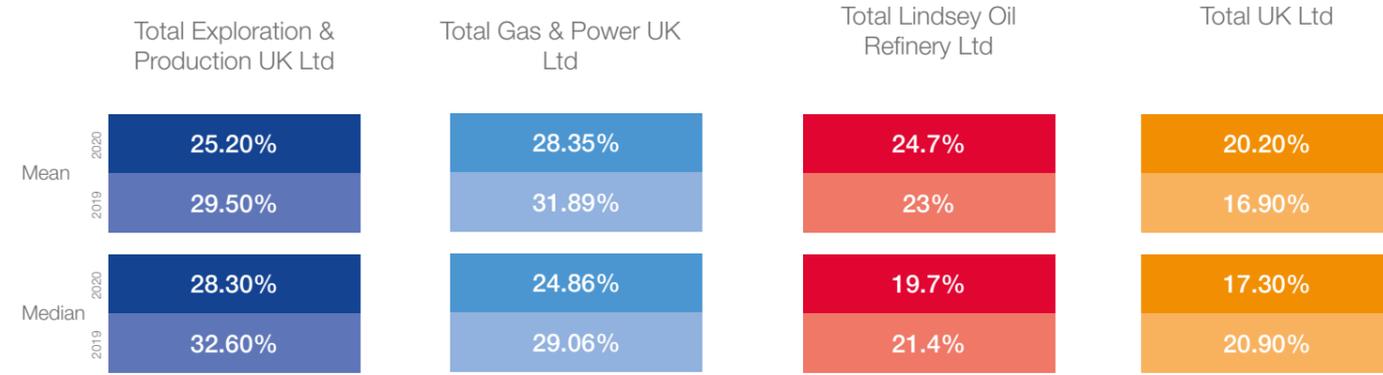
At Total, we conduct regular analysis across our business to ensure that both women and men are being paid equally for the same, or similar, work. This is also known as equal pay.

The gender pay gap is a calculation that compares the pay for all employees in a business. It does not consider differences in job function, job level, qualifications, performance and experience. Gender pay gap reporting encourages discussion about the progress of women in UK businesses. We welcome that discussion, but it should be stressed that a gender pay gap is not the same thing as unequal pay.

Our gender pay gap results for 2020

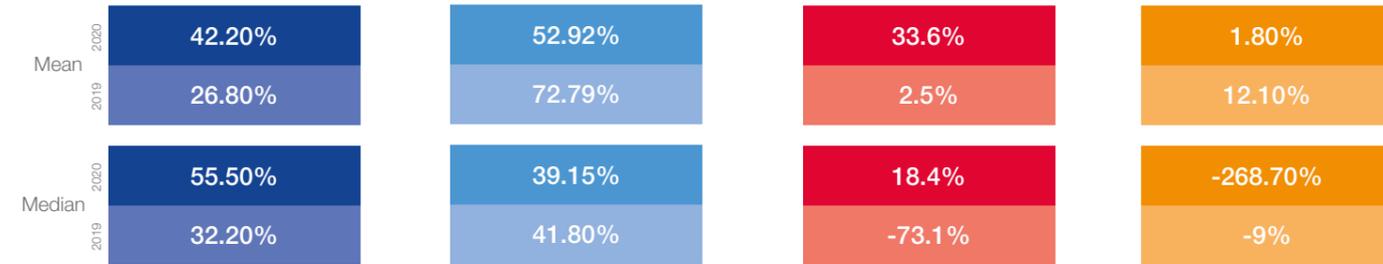
Pay Gap

The pay gap is most commonly expressed as an 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.



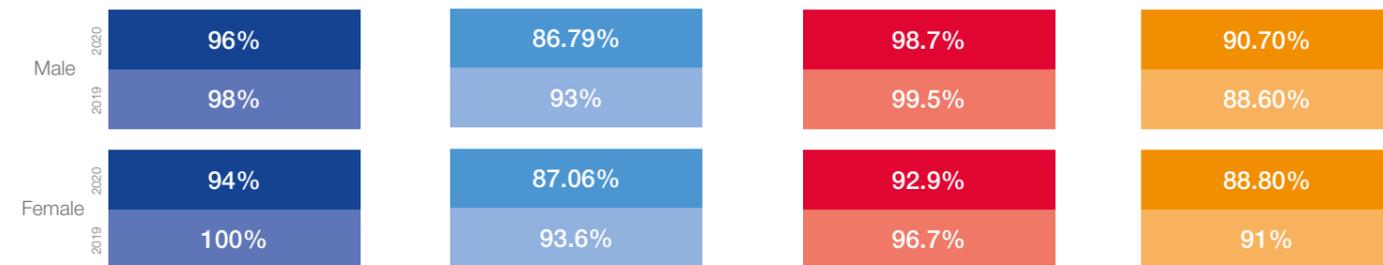
Bonus Gap

The bonus gap is the difference between the mean bonus paid to relevant employees and that paid to female employees.



Bonus Payment

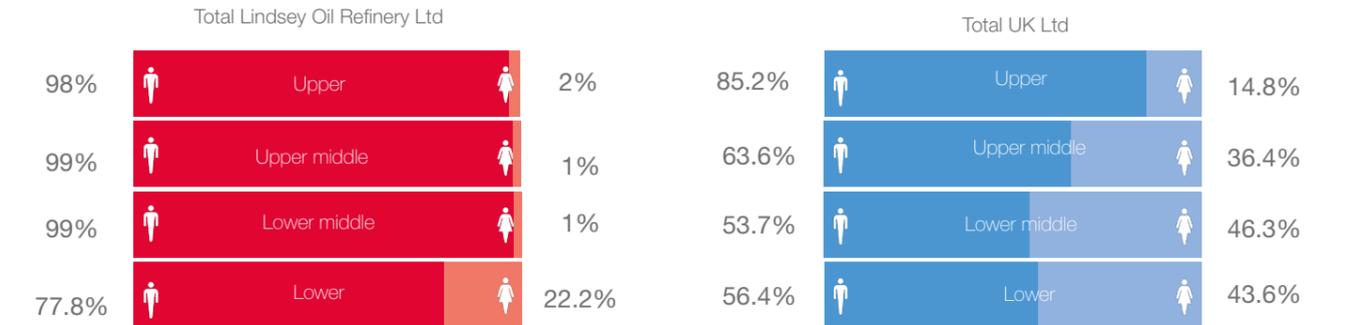
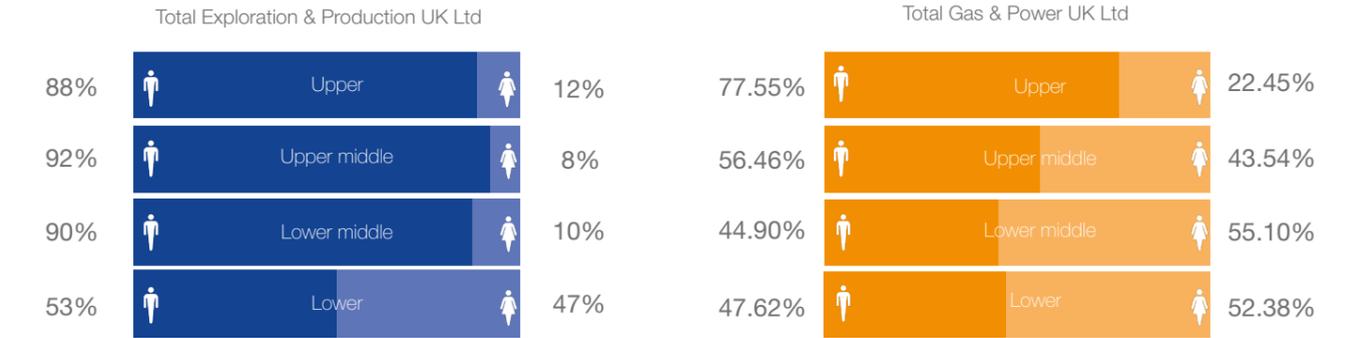
This is the percentage of employees who receive a bonus.



Our gender pay gap results for 2020...

Gender split by quartile

These charts show how men and women are represented in each pay band. A similar gender distribution across the quartiles would tend to minimise the gender pay gap.



The steps we are taking to reduce our UK gender pay gap



TWICE, our network for promoting gender equality

TWICE (Total Women Initiative for Communication and Exchange) is our global network for promoting gender equality. Our growing UK networks have created a strong community which encourages our employees to discuss diversity and inclusion. We provide a comprehensive programme of events and networking opportunities open to all and across a broad range of subjects. In 2020, we gave the stage to professionals to support staff with interactive coaching sessions on topics such as mindfulness, ambition or work-life balance. We also provided tools such as a help line to give a safe space to our workforce and discuss their concerns confidentially. We launched mentoring programmes and held a panel session with senior men and women who shared their experiences of developing their careers at Total. We also joined with TWICE networks in other countries to exchange best practice and involve staff in team building activities.

Diversity & Inclusion committees

Total in the UK has introduced a D&I committee to raise awareness, educate and embed a culture of diversity and inclusion and ensure both the employees and the business realise their full potential.

To achieve these objectives, a roadmap to 2025 has been created presenting initiatives such as D&I training, reporting, and a thorough review of our recruitment processes and talent development opportunities.



"We are proud to be a caring, supportive, powerful network, celebrating women and all of the wonderful qualities commonly associated with being a woman whilst encouraging inclusion across the network."

We are driven by a desire to highlight and address the challenges concerned with discrimination and confidence that still hold women back."

Sarah Povey
TWICE London Chair

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Benchmarking Salaries

Rather than benchmarking salaries internally, we have moved to an external benchmarking system to bring people into alignment with the wider market. This new approach allows easier identification of pay gaps. As a result, in our upstream business, this has positively impacted our gender pay gap.

Understanding the Data

We believe we require a broader and deeper understanding of the key metrics in this area. We have set up a diversity dashboard to increase visibility of data. Our ambition is to use this dashboard to improve our understanding and make improvements over time. Our aim is to be a diverse organisation, in which everyone is treated equally and equitably and where all voices are welcomed and listened to.

Family Friendly Policies

We believe that family life is not only an issue that concerns women and that having a better range of options for balancing work and family improve everyone's quality of life as well as improving career opportunities. For example, our E&P business now provides any new parent with 12 weeks of paid leave. Whilst our Marketing & Services affiliate introduced an Agile Working Policy, a step beyond home working/flexible working; and

following a review of its annual leave policy, increased the rate of holiday accrual.

Inspiring the Next Generation

One of the challenges we face is the smaller number of female job applicants with the qualifications we require. Our response is to play our part in encouraging more children and young people to study STEM subjects at school by sponsoring and supporting projects to improve education.

Everyday Realities

The gender pay gap report encourages companies to look at the big picture. It is also important however to listen to staff who highlight more practical obstacles, such as the need for separate changing rooms, private areas for nursing mothers, etc.





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