

gender pay gap report

chevron australia | 2022 - 2023



foreword

At Chevron, we strive to be the global energy company most admired for our people, partnership and performance.

We are committed to providing equal opportunities for all our workforce irrespective of gender, race, religion, sexual orientation, age, national origin, or disability.

Our success in attracting, developing and retaining a diverse workforce comes from strategies, programs and processes aligned to The Chevron Way. Our Chevron Way values guide our actions every day and are the foundation upon which our company is built.

One of the core values in The Chevron Way is Diversity and Inclusion which highlights our commitment to fostering an inclusive work environment that values the uniqueness and diversity of individual talents, experiences and ideas, and learning from the cultures in which we operate.

We understand the importance of ensuring there is transparency and accountability around the gender pay gap, and we welcome

the opportunity to share Chevron Australia's inaugural Gender Pay Gap report. In this report, the 2022/23 data shows us that there is work to do, and we are taking intentional steps towards improving gender equity and reducing our gender pay gap.

Addressing the imbalance and supporting the advancement of women is paramount for our company to deliver superior performance, profitability and innovation.



Mark Hatfield
Managing Director Chevron Australia



gender pay gap vs equal pay

The gender pay gap is defined as the difference between the average full time equivalent salary of all men and the average full time equivalent salary of all the women in an organisation, expressed as a percentage of men's salary.

This is fundamentally different from equal pay, which means to pay men and women equally for the same or comparable work. It is unlawful (and has been for over four decades) to not pay men and women like for like in Australia.

At Chevron, there are many ways in which we invest in our people to develop and empower a highly competent workforce that delivers superior results the right way. Diversity and Inclusion is a Chevron Way value and our company philosophy prohibits discrimination, including on the basis of gender.

Additionally, we have established robust compensation systems and processes designed to minimise risk of bias and ensure we pay men and women equally for the same or comparable work.

gender pay gap

The difference in the average pay of all men and women in the organisation regardless of role seniority



Having a greater number of men in senior positions or in technical roles with a higher level of pay will mean a greater average pay for men than for women

equal pay

Men and women being paid equally for the same or comparable work



what our data is telling us

Chevron Australia Upstream gender pay gap* (1 April 2022 – 31 March 2023)

	Mean / Average	Median / Mid Point
Base salary gender pay gap	12.3%	9.9%
Total remuneration (TR) gender pay gap Includes base salary, bonus pay, overtime / overcycle, superannuation and allowances (including field related allowances)	22.7%	23.3%

	Male	Female
Workforce composition	76% (n=1445)	24% (n=455)
Upper quartile (average TR \$495,000)	87% (n=414)	13% (n=61)
Upper middle quartile (average TR \$353,000)	84% (n=399)	16% (n=76)
Lower middle quartile (average TR \$287,000)	81% (n=387)	19% (n=88)
Lower quartile (average TR \$198,000)	52% (n=245)	48% (n=230)

* Our data uses the annualised, full time equivalent base salary and total remuneration data for all full time, part-time and casual employees. Calculations include all Upstream employees located in Australia, and excludes expatriate employees.

21.7% gender pay gap
Australian Average



Chevron Australia Upstream
average gender pay gap **22.7%**

When looking at **our 2022/23 total remuneration figures overall**, Chevron Australia Upstream male employees are on average paid **22.7%** more than females. That means, for every \$1 on average a man makes, women earn 77.3 cents.

As a **comparison**, the Australian average total remuneration gender pay gap as reported by the Workplace Gender Equality Agency (WGEA) for 2022/23, is 21.7%. The 2022/23 total remuneration gender pay gap average for the oil and gas extraction industry with 1000 - 4999 employees (which Chevron Australia Upstream falls into), is 23.7%.

Chevron Australia overall has a lower representation of female employees across the organisation (24%), and **our gender pay gap is compounded** by the higher representation of males in technical and operational roles which attract higher salaries and often include field allowances, overcycle payments etc.

intentional actions we're taking

endorsed gender equity goals and expectations



increasing female representation year-on-year:

- across the organisation
- across target pay grades



At least 30% **female representation** across all Personnel Development Committees (PDCs)[^]



A requirement for all PDC discussions to include an identified **Inclusion Counsellor**⁺



50:50 gender balance:

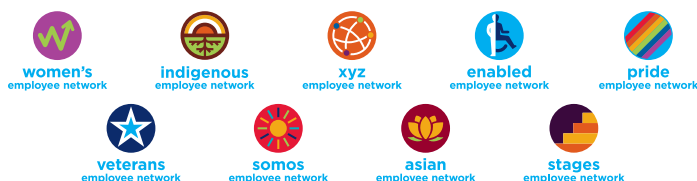
- in all education to employment (E2E) and early career recruitment
- in all qualified external candidates shortlisted to interview



Recruitment selection panels have at least 30% female representation as well as an identified Inclusion Counsellor

supporting systems, policies, training and initiatives

- Robust compensation systems and processes to ensure we pay men and woman equally for the same or comparable work.
- Improving data collection and demographic dashboards to provide leaders with greater insights to guide actions.
- Continuing to educate PDC members and the workforce on inclusive behaviours including through training and annual performance management plan goals on unconscious bias, inclusive leadership, cultural awareness, and safe, respectful and inclusive behaviours.
- Embracing flexibility through our improved parental leave policy, flexible work arrangements and varying start and finish times as well as increased job share or part time opportunities.
- Refreshed Discrimination, Harassment and Bullying Policy and a new stand-alone Sexual Harassment Policy.
- Career progression for all employees, including underrepresented talent through our PDC processes.
- Championing diversity and inclusion employee networks across our organisation – Women's, Indigenous, XYZ, ENABLED, PRIDE, Veterans, SOMOS, Asian and Stages.



[^] The **PDC** performs strategic activities that support the development of a skilled, competent and qualified workforce.

⁺ The role of the **Inclusion Counsellor** is to provide perspective outside of the function or business unit to the selection team to check against unconscious biases that may interfere with people decisions. They also encourage more complete thinking and will ensure that there is a robust bias-free discussion.