

# gender pay gap fact sheet

chevron australia | 2023 - 2024



## foreword

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

One of the core values in The Chevron Way is Diversity and Inclusion (D&I) which is embedded in how we work. We welcome different points of view to help us drive innovation and grow our business and are committed to providing a safe, respectful and inclusive work environment for all.

Over the past year, we've made progress on our gender equity goals and expectations. While fluctuations in our gender pay gap are anticipated - due to the various factors that can impact total remuneration in a given year - our commitment to action continues.

Our 2023/24 median (mid point) total remuneration gender pay gap shows an improvement, however our average total remuneration gender pay gap has slightly increased in comparison to last year.

Addressing the imbalance and supporting the advancement of women is key for our company's ongoing success. We remain focused on taking the integrated and ongoing steps needed to improve gender equity.

**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 average 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 2023 – 31 March 2024)

	Mean / Average	Median / Mid Point
Base salary gender pay gap	13.8%	12.8%
Total remuneration (TR) gender pay gap Includes base salary, bonus pay, overtime / overcycle, superannuation and allowances (including field related allowances)	23.9%	22.3%

	Male	Female
Workforce composition	75% (n=1451)	25% (n=484)
Upper quartile (average TR \$498,000)	87% (n=419)	13% (n=65)
Upper middle quartile (average TR \$360,000)	86% (n=417)	14% (n=67)
Lower middle quartile (average TR \$302,000)	81% (n=391)	19% (n=93)
Lower quartile (average TR \$208,000)	46% (n=224)	54% (n=259)

\* 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.

**21.8%** gender pay gap  
Australian Average

**23.9%** Chevron Australia Upstream average gender pay gap

When looking at **our 2023/24 total remuneration figures overall**, Chevron Australia Upstream male employees are on average paid **23.9%** more than females. That means, for every \$1 on average a man makes, a woman earns 76.1 cents.

As a **comparison**, the Australian average total remuneration gender pay gap as reported by the Workplace Gender Equality Agency (WGEA) for 2023/24, is 21.8%. The 2023/24 average total remuneration gender pay gap for the oil and gas extraction industry (which includes Chevron Australia Upstream), is 24.7%.

Chevron Australia overall has a lower representation of female employees across the organisation (25%), 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

since 2023, we've made progress on the gender equity goals and expectations detailed below, however there is more work to be done and we remain committed to addressing the imbalance



## increasing female representation year-on-year:

- across the organisation
- across target pay grades



At least 30% **female representation** across all Personnel Development Committees (PDCs)<sup>^</sup>



A requirement for all PDC discussions to include an identified **Inclusion Counsellor**<sup>+</sup>



## 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 refreshed parental leave policy and supporting toolkits, flexible work arrangements, our hybrid work model and varying start and finish times as well as increased job share or part time opportunities.
- Supporting all employees in their career progression through our PDC processes.
- Refreshed Flexible Work Arrangements Policy and Discrimination, Harassment and Bullying Policy and a new stand-alone Sexual Harassment Policy.
- Helping to build out a diverse talent pipeline for our industry through education and science, technology, engineering and maths (STEM) partnerships such as our Women in Engineering program and the Stars Foundation program.
- Championing diversity and inclusion employee networks across our organisation – Women's, Indigenous, XYZ, ENABLED, PRIDE, Veterans, SOMOS, Asian and Stages.



<sup>^</sup> The **PDC** performs strategic activities that support the development of a skilled, competent and qualified workforce.

<sup>+</sup> 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.