

TechnipFMC in the UK - Supporting Statement

What is Gender Pay Gap Reporting?

From April 2017, UK Gender Pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing the pay and bonus gap between male and female employees.

These calculations are based on the difference between the gross hourly earnings grouped for ALL men and the gross hourly earnings grouped for ALL women.

In this reporting, all employee earnings are grouped together. For example, salaries of senior managerial roles and administrative roles will be used to calculate mean and median pay gap figures.

Six calculations must be published to show:

1. mean gender pay gap
 - mean is the arithmetic average – adding all rates of pay together and dividing by the total number of employees
 - mean gross hourly pay rate of ALL male employees – mean gross hourly rate of pay of ALL female employees
2. median gender pay gap
 - median is the mid-point – the numerical value splitting top 50% from bottom 50% of the population
 - median gross hourly pay rate of ALL male employees – median gross hourly rate of pay of ALL female employees
3. proportion of males and females when divided into four groups
 - ordered from lowest to highest pay
4. mean gender bonus pay gap
 - based on all bonuses, long term incentive plans, value of shares, etc. received in the 12 months from April 16 – April 17
5. median gender bonus pay gap
 - based on all bonuses, long term incentive plans, value of shares, etc. received in the 12 months from April 16 – April 17
6. proportion of males receiving a bonus payment and proportion of females receiving a bonus payment from April 16 – April 17

Equal Pay for Equal Work

The gender pay gap is not the same as equal pay. Gender pay gap is concerned with the differences in the average pay between men and women over a period of time regardless of their role. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. We are confident that at TechnipFMC, we have equal pay.

TechnipFMC in the UK

The regulations require all companies with 250 or more employees as at 5 April 2017 to publish details of their gender pay and bonus gap. TechnipFMC has three legacy entities (Technip UK Ltd, FMC Technologies Ltd and Technip Umbilicals Ltd) which are required to publish this data and these results are detailed on the following pages. The approach used in the calculation of these outcomes is consistent with ACAS *Managing Gender Pay Reporting* guidance, March 2017.

Understanding the gender pay gap at TechnipFMC in the UK

Whilst we are confident that we operate equal pay for equal work, TechnipFMC in the UK has a gender pay gap when reporting the difference in the hourly rates in accordance with the government requirements for Gender Pay Gap Reporting.

This pay gap is not a reflection of the company's policies and approach to job grading and pay bandings.

The gender pay gap reflects the demographics within the business and industry wide. The industry has a higher representation of males in specialist engineering and technical disciplines which traditionally women have not selected as a vocation - this trend continues in the current climate.

These specialist engineering and technical disciplines generally, in this industry, attract higher salary levels than support services roles. This in turn explains why, when you compare the gross hourly earnings for all men and the gross hourly earnings for all women, we see a gender pay gap. We regularly review salaries to ensure no equal pay issues exist. TechnipFMC in the UK is committed to ensuring equal pay. Compensation of roles are measured against industry benchmarking, economic climate and external market. We continue to integrate gender pay gap considerations into future remuneration reviews and there is no intention to promote or hire any specific gender.



Focus on Gender Diversity at TechnipFMC

Gender Diversity is a strategic objective at a global level for TechnipFMC and remains a key priority for the company.

As stated by Doug Pferdehirt, TechnipFMC CEO: *“Achieving together is one of our core values. This includes embracing diversity of thought. Greater diversity fosters collective intelligence and innovation and creating an inclusive environment is therefore critical to the success of the company.”*

TechnipFMC has consistently sought to achieve gender equality across its operations in recent years after identifying it as a strategic priority for the Company.



EDGE Certification

With this certification, TechnipFMC demonstrates that gender diversity remains a strategic priority to help the company build its future.

TechnipFMC reaffirms its commitment to gender equality in the workplace by being recertified to the EDGE Standard in Australia, Malaysia, United Kingdom, United Arab Emirates and the United States

In order to be recertified, all entities undergoing the EDGE process carried out an extensive analysis of their policies, practices and data in terms of gender equality, as well as a survey of their employees. The results were then compared to the previous assessment to highlight the progress and identify the areas of further focus.

Gender diversity is a very important topic for TechnipFMC. The EDGE assessment process helps the organisation to focus on the levers of success as well as continuing to raise awareness amongst managers throughout the company about what it means to be a gender-intelligent leader.

Aniela Unguresan, Co-Founder of EDGE Certified Foundation, said *“The EDGE recertification is awarded in recognition that TechnipFMC, in these five countries, has demonstrated consistent progress in achieving a gender equal and inclusive workplace. TechnipFMC, with its EDGE Certification, is showing gender-intelligent leadership and by so doing will prove a popular career choice for the brightest talent. I wish them great success for the next stage of their gender-equality work”*



Top Employer 2018

This independent certification delivered by the Top Employers Institute demonstrates the quality and consistency of a company's human resources policies and practices all around the globe. TechnipFMC in the UK has been certified as a Global Top Employer since 2015. This certification recognises first-class employee offerings globally and equally.

Written statement

Signed on behalf of TechnipFMC in the UK:

A handwritten signature in blue ink, appearing to read 'Alison Hunter'.

Alison Hunter, HR Director UK & Portugal

TechnipFMC in the UK Published Results

Pay and Bonus Gap

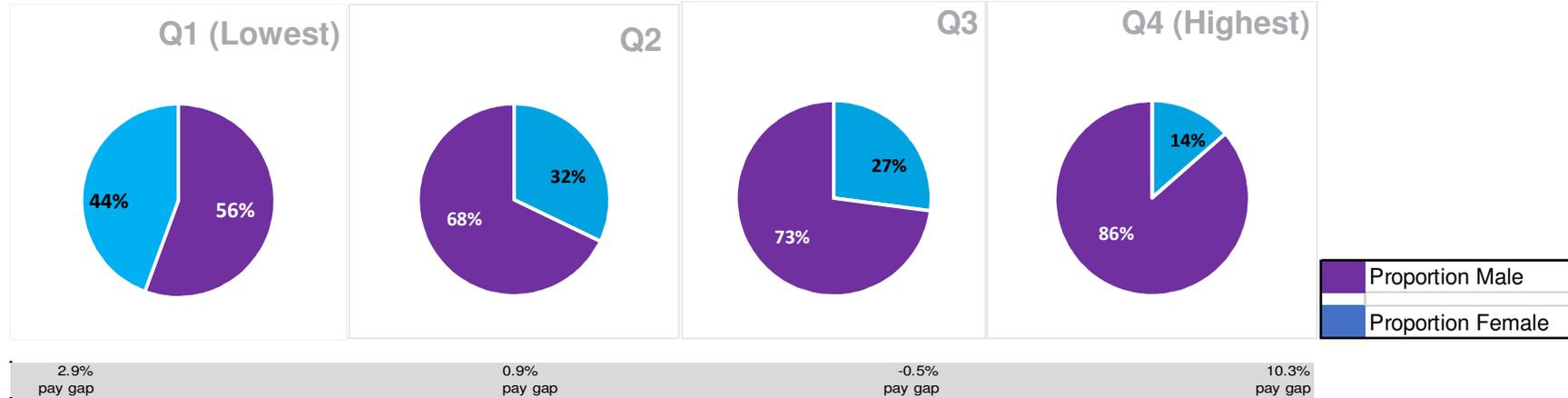
The tables below show:

- the overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5th April 2017)
- the mean and median between all bonuses paid to men and women during the period 6th April 2016 – 5th Apr 2017 (for 2016 performance)

Technip UK Ltd		
	Difference between men and women	
	Mean	Median
Hourly fixed pay	28.2%	30.2%
Bonus paid	39.0%	29.3%
FMC Technologies Ltd		
	Difference between men and women	
	Mean	Median
Hourly fixed pay	17.8%	6.8%
Bonus paid	63.7%	0.0%
Technip Umbilicals Ltd		
	Difference between men and women	
	Mean	Median
Hourly fixed pay	7.8%	-3.0%
Bonus paid	-44.9%	11.0%

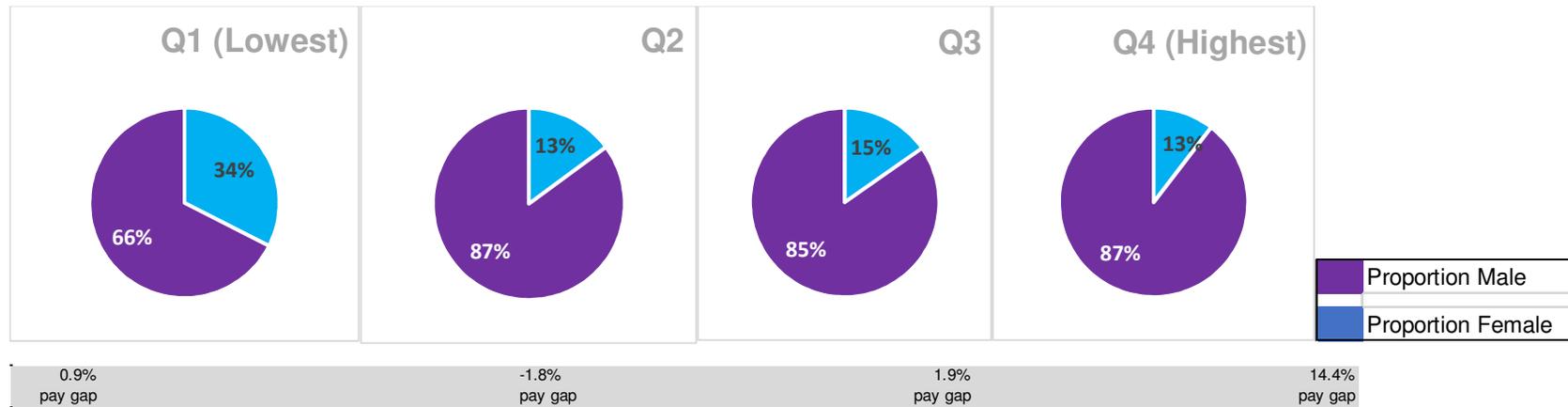
Pay Quartiles

Technip UK Ltd



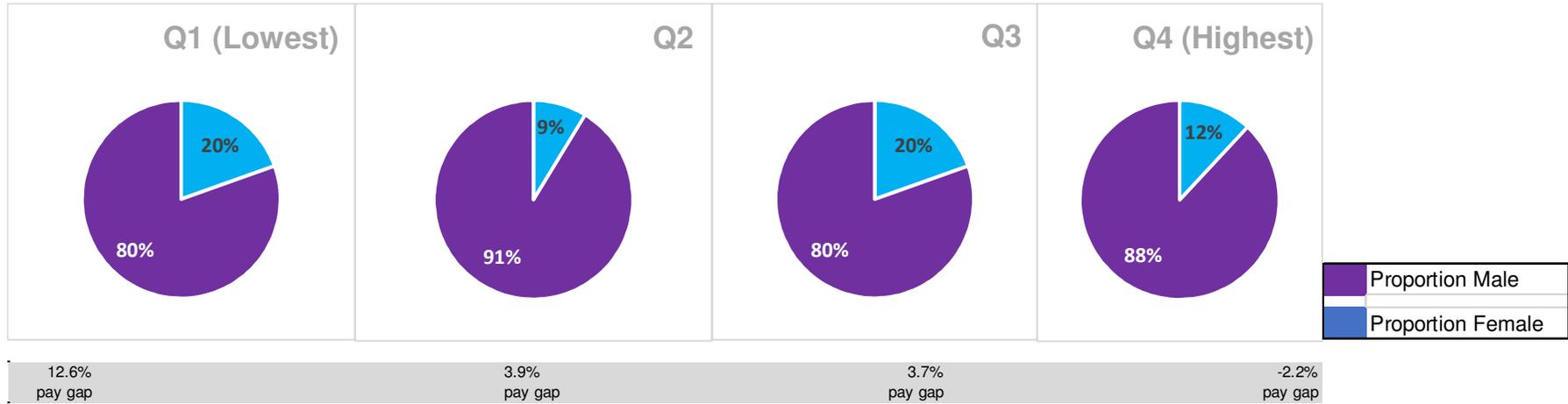
The above pay quartile pie charts illustrate the gender distribution at Technip UK Ltd across four equally sized quartiles, each containing c.170 employees.

FMC Technologies Ltd



The above pay quartile pie charts illustrate the gender distribution at FMC Technologies UK Ltd across four equally sized quartiles, each containing c.198 employees.

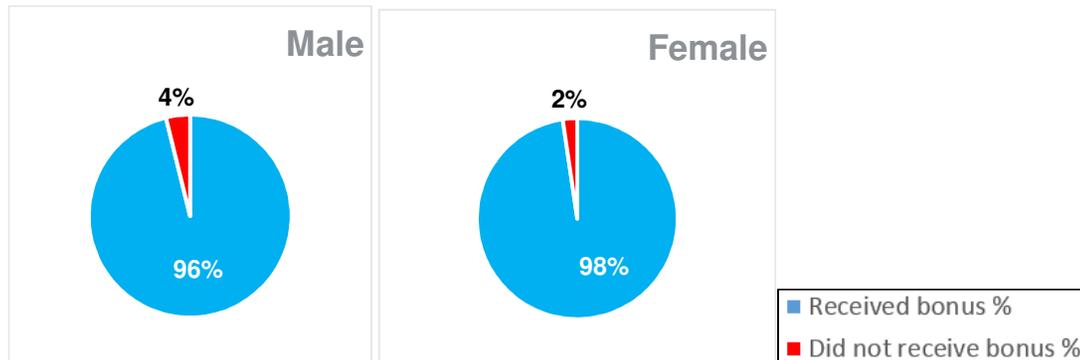
Technip Umbilicals Ltd



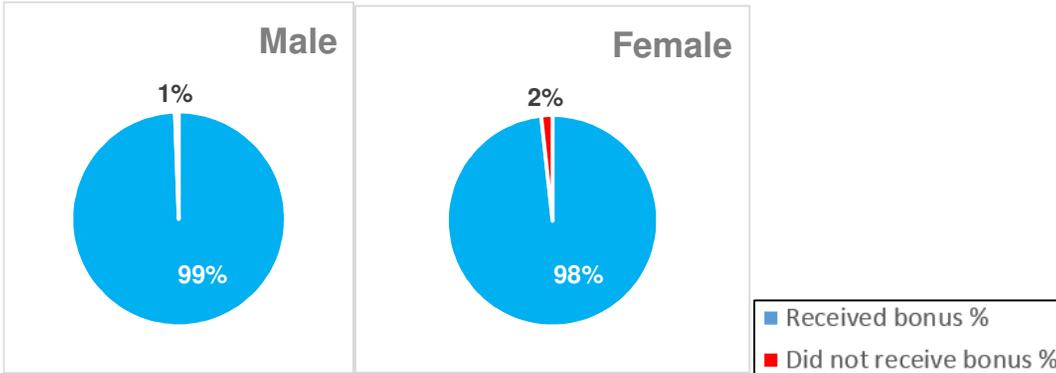
The above pay quartile pie charts illustrate the gender distribution at Technip Umbilicals Ltd across four equally sized quartiles, each containing c.92 employees.

Proportion of colleagues awarded bonuses

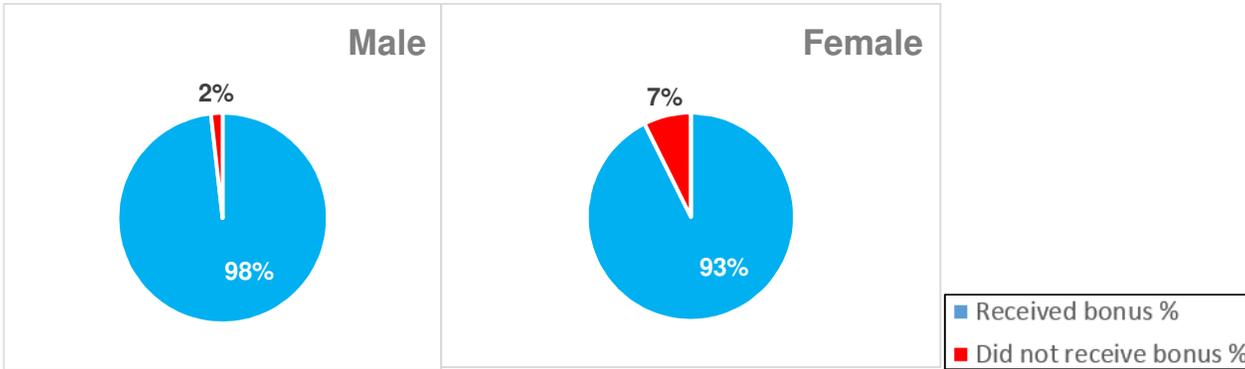
Technip UK Ltd



FMC Technologies Ltd



Technip Umbilicals Ltd



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