



# 2018 FieldCore Gender Pay Gap Report - UK



## About FieldCore

FieldCore, a GE company, is an independent, industrial field services organization focused on World-Class Execution across the power generation and oil & gas industries. We have brought together more than 12,000 of the foremost experts in field services to focus on one thing ... delivering excellent outcomes for our customers. As a global organization, we celebrate the uniqueness of our diverse employees and strive to create an inclusive culture. Our people are driven by our core values of safety, integrity and quality, and focused by our guiding principles.

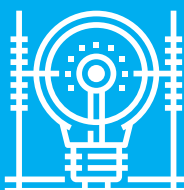
## WORLD-CLASS TALENT, UNITED IN A MISSION

Because people are at the heart of FieldCore, we have brought our collective talent and expertise together in an organization that stays on course by remaining focused on four guiding principles:



### EXECUTION AS A PRIORITY

We strive for flawless execution, solving complex challenges and overcoming hurdles with ingenuity, faster than ever before.



### INNOVATIVE THINKING

We are courageous and innovative, always looking for continuous improvement opportunities and new ideas for customers by using next-generation tools, evolved techniques, and the power of data and new insights.



### SIMPLE, NIMBLE, FAST

We break down complexity and barriers to deliver the right outcomes for customers, quickly and efficiently, while never compromising on safety, integrity and quality.



### BETTER TOGETHER

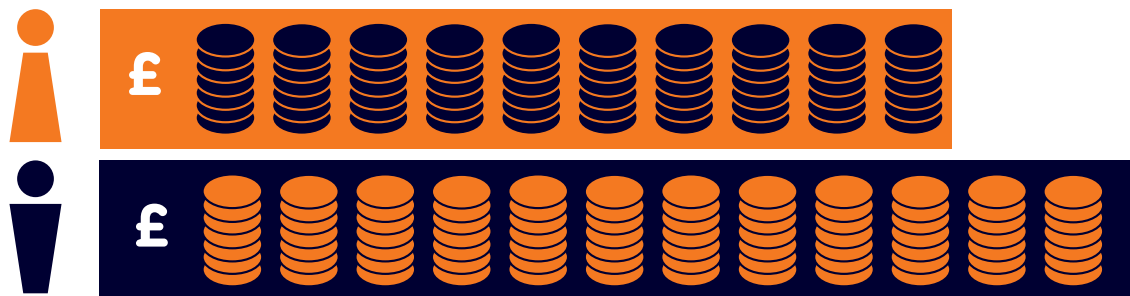
We are one team. We stand together to uncover better ways to move our customers forward.

# WHAT IS THE GENDER PAY GAP?

The gender pay gap is the difference between what men typically earn in an organisation compared to what women earn, irrespective of their role or seniority. In contrast to equal pay, the gender pay gap is much more of a reflection of workforce profile than about unequal rewards for men and women doing the same job.

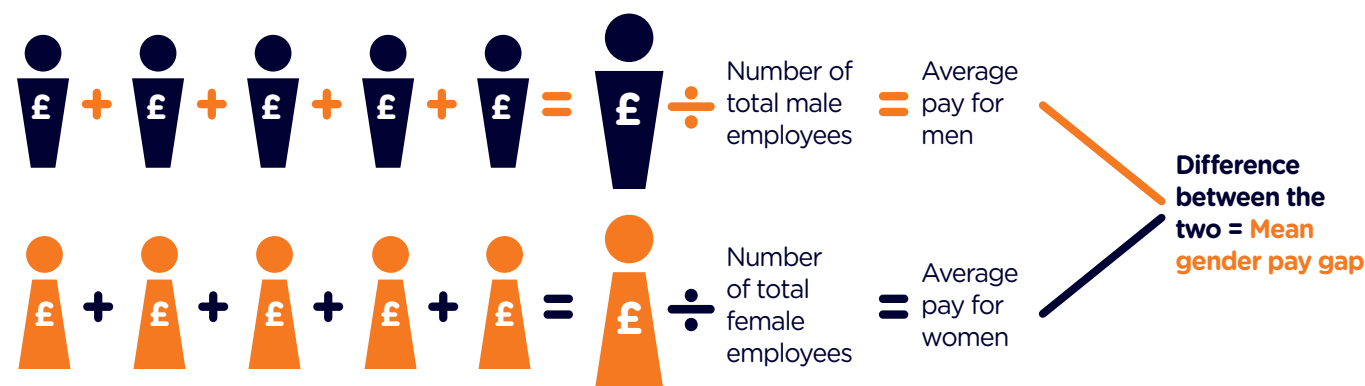
## WHAT IS THE GENDER PAY GAP?

The gender pay gap measures the difference in earnings of men and women across the UK organisation.



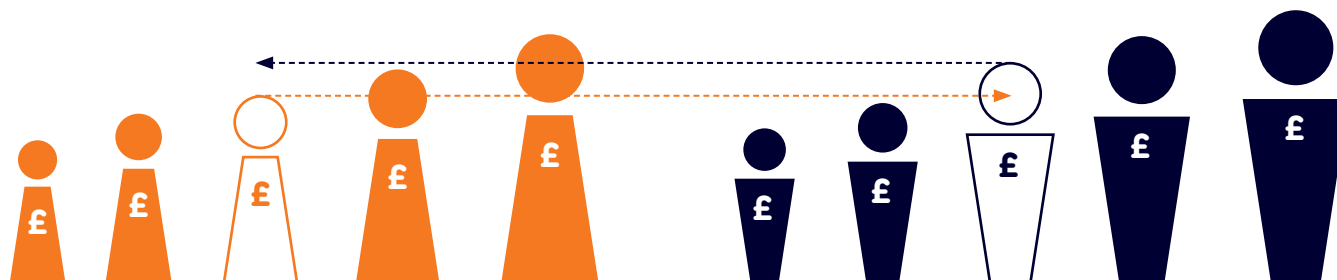
## MEAN GENDER PAY GAP

The mean gender pay gap is the difference in the average hourly pay for women compared to men.



## MEDIAN GENDER PAY GAP

The median is the midpoint when you separately line up women's pay low to high, and the same for men. The median pay gap is the difference between the hourly pay rate for the middle woman compared to that of the middle man.





**Mike Adams**

**FieldCore  
President/CEO**

"One of the things I like most about our company and the culture we're creating is that we celebrate

what makes our employees unique. We work inclusively, regardless of our perceived differences, with a common goal of delivering World-Class Execution for our customers."



**Annelise Thornton**

**HR Director,  
Europe Region**

"Our goal is to be a place where the best go to grow in their careers. Last year we launched our Unique

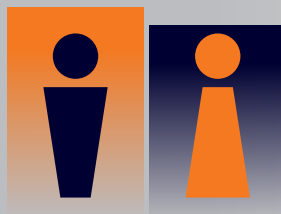
and Inclusive (U&I) initiative as a way of nurturing a strong culture where everyone feels they are valued, with resources to support them. At every level of our organization, we have a passion for growing and developing our female talent, and as a business we have leaders focused on a people strategy and plan in place to achieve this. We're only at the beginning of our journey, but I feel proud of what we've already accomplished as such a young company."



## FIELDCore UK CONSOLIDATED GENDER PAY GAP RESULTS

### PAY GAP

Male employees earn on average (MEAN) **7.25%** more than female employees



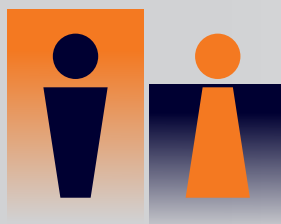
Male employees earn **16.30%** more than female employees (MEDIAN)



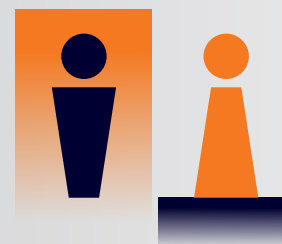
Number of employees in April 2018 in FieldCore UK: Female: 27 Male: 259

### BONUS

Average (mean) male bonus earnings are **30.09%** higher than female bonus earnings



Median male bonus earnings are **76.10%** higher than female bonus earnings

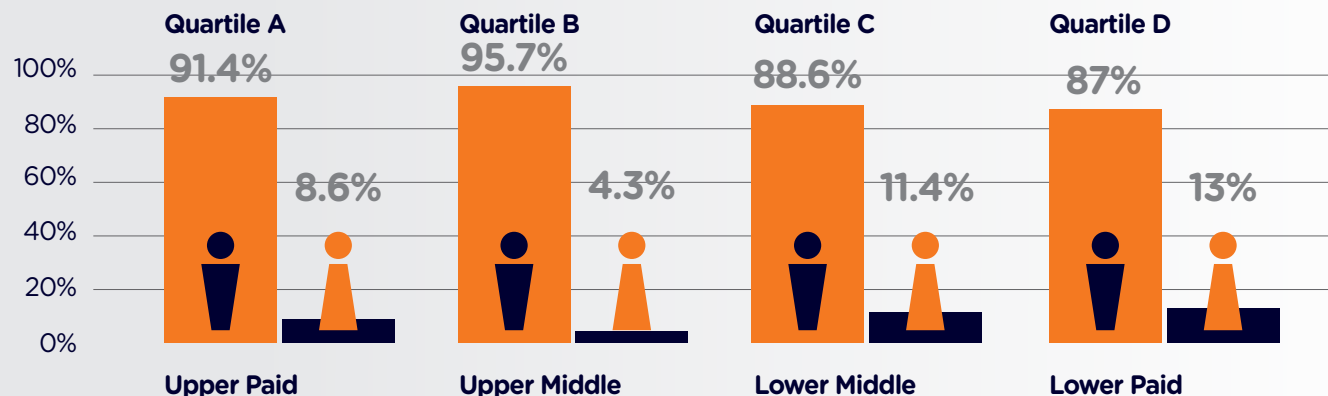


Proportion of males and females receiving a bonus payment

**MALE 12.9% FEMALE 74.1%**



### GENDER BREAKDOWN PER PAY QUARTILE



## CREATING AN INCLUSIVE ORGANIZATIONAL CULTURE

At FieldCore, we believe success happens when employees from many different backgrounds, cultures and viewpoints feel free to suggest ideas, voice opinions and openly collaborate on solutions.

We strive to foster and nurture an organizational culture that is Unique and Inclusive. To help achieve that, we're committed to increasing the number of women among the ranks of all our employees, and specifically in the field. We understand that this is key to creating innovative solutions for customers and moving our business forward.

By focusing our attention on creating an inclusive culture, offering benefits that lead to better work/life harmony and developing future women leaders, we aim to close the gender pay gap.

We're partnering with schools to encourage young girls to pursue careers in science, technology, engineering and math. Where possible, we offer flexible working arrangements that help both women and men balance their personal and family commitments with work commitments. We work to attract the best, most diverse talent for roles across the organization, and have robust talent processes and committed people leaders to ensure we're supporting that talent in growing and developing their skills to advance up through the organization.

Employing Entity	FieldCore Service Solutions LLC
Mean hourly pay difference between M/F employees (%)	<b>7.25%</b>
Median hourly pay difference between M/F employees (%)	<b>16.3%</b>
Proportion of M/F employees in upper quartile (A) (%)	<b>91.4%/8.6%</b>
Proportion of M/F employees in upper middle quartile (B) (%)	<b>95.7%/4.3%</b>
Proportion of M/F employees in lower middle quartile (C) (%)	<b>88.6%/11.4%</b>
Proportion of M/F employees in lower quartile (D) (%)	<b>87%/13%</b>
Mean bonus payment difference between M/F employees (%)	<b>30.9%</b>
Median bonus payment difference between M/F employees (%)	<b>76.1%</b>
The director listed has confirmed that this report is accurate	<b>Annelise Thornton</b> HR Director, Europe Region