

A photograph of three people in a modern office hallway. On the left, a woman with long brown hair, wearing a blue t-shirt and blue jeans, is smiling and talking to a man in the center. The man has short grey hair and a beard, wearing a black polo shirt and black trousers. On the right, another woman with long blonde hair and glasses, wearing a patterned blazer and white sneakers, is also engaged in the conversation. The hallway has large windows on the left and a light-colored floor.

UK Gender Pay Gap Report 2018

Aker Solutions is strongly committed to the principles of **equality, diversity and inclusion.**



Our 2018 Gender Pay Gap

The UK Gender Pay Gap Regulations require all companies with 250 or more employees to publish details of their gender pay gap and bonus gap.

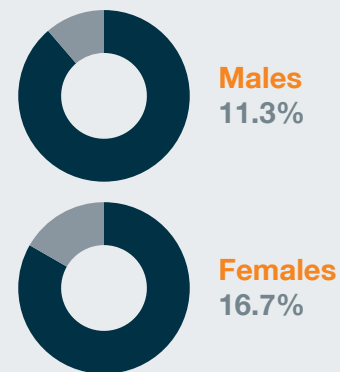
Aker Solutions Gender Pay Gap 2018

The figures have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

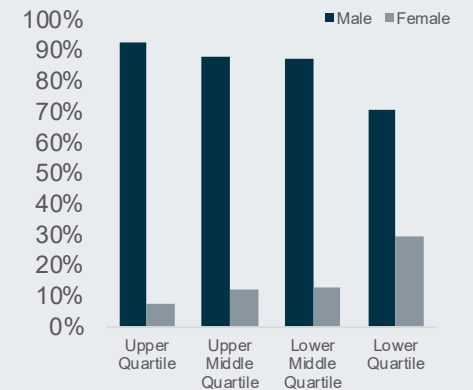
Our gender pay gap and bonus gap reporting figures

	Mean	Median
Gender pay gap	19.9%	23.9%
Gender bonus gap	10.9%	14.9%

Proportion of males and females receiving a bonus payment



Proportion of employees in each quartile pay band



As Aker Solutions reports improved gender pay gap figures for 2018, compared with 2017, the company's focus on equality, diversity and inclusion grows stronger.

The reduction in the gender pay gap can be attributed to a number of reasons. Primarily, we understand this is the result of organizational restructures and the development and promotion of our female employees.

Traditionally, men have occupied higher paying offshore and technical roles. This continues to be a challenge for the energy sector and is reflected in our 2018 gender pay gap report.

Since the publication of the 2017 report, we are glad to see growing focus and attention on our diversity and inclusion policies. The creation of a Diversity and Inclusion Working Group has brought together a cross-section of our people to discuss and prioritize improvement areas.

We continue to believe that strategic engagement with schools and universities is crucial to building the talent pipeline and to encouraging a more diverse workforce of the future. Our schools engagement program encourages the uptake of STEM subjects and promotes the variety of career opportunities in the energy sector.

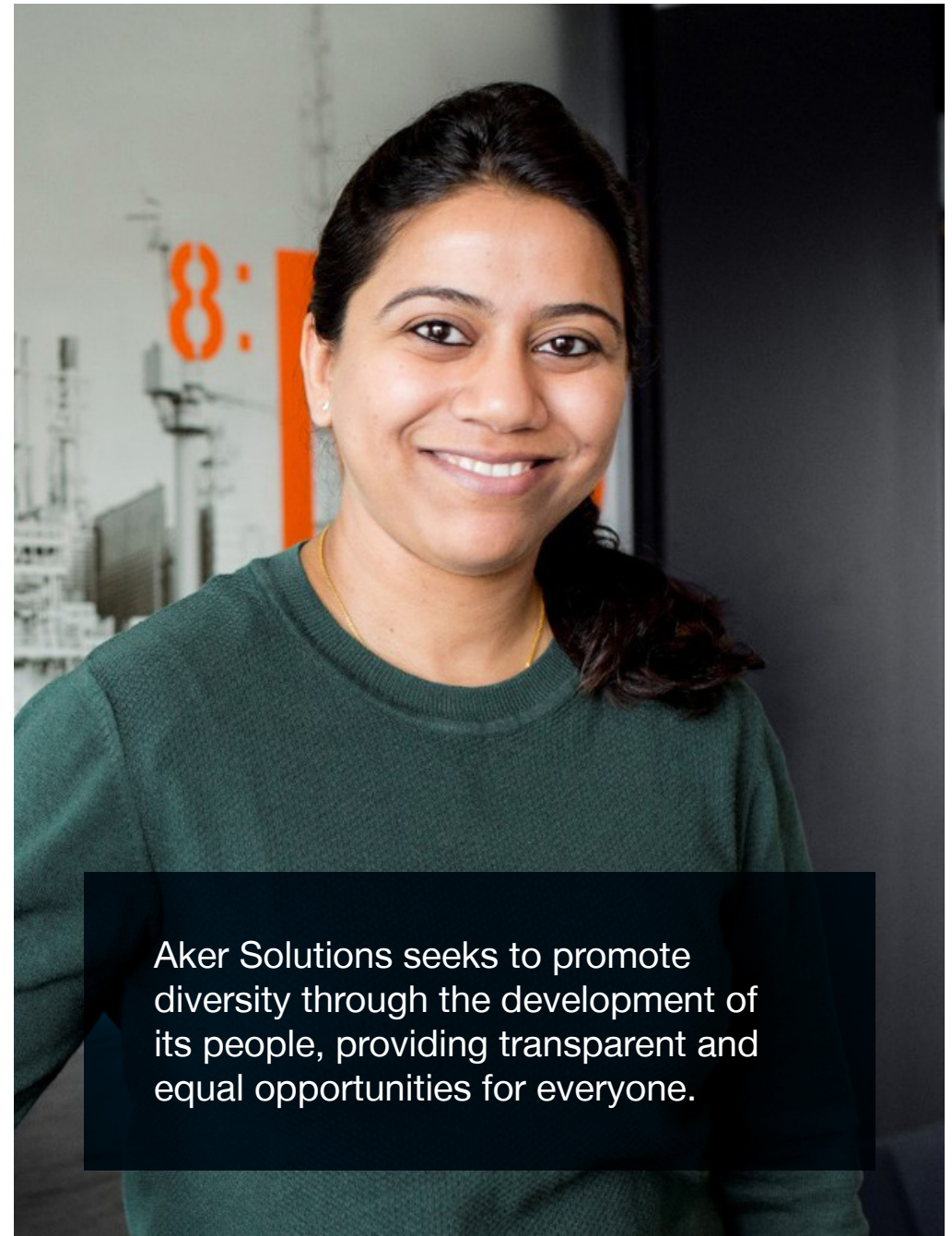
Aker Solutions will continue to work to narrow the gender pay gap in the UK. We confirm that the our UK gender pay gap calculations are accurate and meet the requirements of the regulations.



Sian Lloyd Rees
UK Country Manager



Ruth Tulloch
Head of HR, UK



Aker Solutions seeks to promote diversity through the development of its people, providing transparent and equal opportunities for everyone.