



# Repsol Resources UK Gender Pay Gap Report 2024

The UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, requires all UK employers with more than 250 employees to publish their gender pay gap on an annual basis. The gender pay gap measures the difference between the average earnings of men and women across a workforce. The data provided shows Repsol Resources UK's overall mean and median gender pay and bonus gap.

## Gender pay gap

Gender pay is based on hourly rates from a snapshot date of 5 April 2024. Bonus pay is based on all incentive pay in the 12 months preceding 5 April 2024.

The **Mean Hourly Pay Gap** is measured by calculating the difference between the average hourly rate of pay of male employees and that paid to female employees.

The **Median Hourly Pay Gap** is measured by calculating the difference between the mid-point hourly rate of pay of male employees and that paid to female employees.

The **Mean Bonus Gap** is the difference between the mean bonus pay paid to male employees and that paid to female employees.

The **Median Bonus Gap** is the difference between the median bonus pay paid to male employees and that paid to female employees.

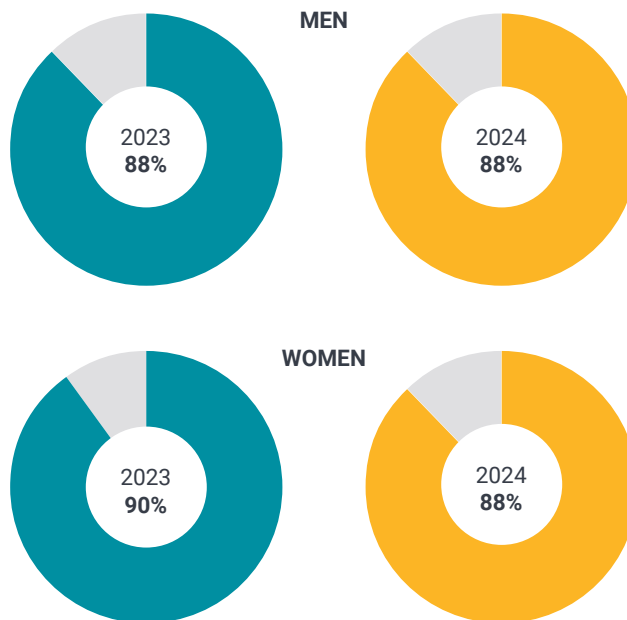
	2023	2024
Gender Pay Gap <b>Mean</b>	20.46%	21.29%
Gender Pay Gap <b>Median</b>	22.89%	22.69%
Gender Bonus Gap <b>Mean</b>	22.36%	21.90%
Gender Bonus Gap <b>Median</b>	20.29%	21.13%

### WHAT DOES THIS TELL US?

**Gender Pay Gap** – There was a marginal increase in the pay gap between men and women for the period April 2023 to April 2024. This could be attributed to a slightly higher increase in salaries in the male population (particularly those on a salary of £90k plus). Conversely there has been a modest decrease in the median of the Gender Pay Gap. Whilst there was a small increase in the number of males in the higher salary band (£110k plus), the number of females in this band remained the same.

## Bonus pay

The proportion of male and female employees who were paid bonus pay during the relevant period.



### WHAT DOES THIS TELL US?

In 2024, 88.28% of eligible female employees received a bonus payment and 88.15% of eligible male employees received a bonus payment. The only employees who didn't receive a bonus were new hires that didn't qualify and those on long term absence who hadn't received any base pay, with marginal movement in terms of percentages of those who received a bonus.

There is a bonus gap between men and women with men receiving a higher bonus on average. Whilst there was a marginal decrease in the bonus gap, there was a marginal increase in the median bonus gap. A contributing factor could be related to base earnings being lower for women working part-time, lowering their bonus value.

## Gender distribution in quartile bands

The proportion of male and female employees according to quartile pay bands in the lower, lower-middle, upper-middle and upper quartile pay bands.

Quartile	Year	Men	Women
Upper	2023	93.27%	6.73%
	2024	94.02%	5.98%
Upper Middle	2023	92.79%	7.21%
	2024	93.99%	6.01%
Lower Middle	2023	82.96%	17.04%
	2024	83.15%	16.85%
Lower	2023	62.78%	37.22%
	2024	63.04%	36.96%

### WHAT DOES THIS TELL US?

The key factors which influence the gender pay gap at Repsol Resources are as follows

- 16% of our workforce are women. This results in uneven gender representation across the organisation.
- 15% of leadership positions and 2% of offshore positions are occupied by female employees. As pay and bonus are higher for these roles, this imbalance in gender representation, results in a gap between mean and median pay.
- Senior females in expatriate positions are not included in our gender pay gap due to payroll being managed in a separate entity.
- Positions that carry role specific allowances, for example offshore work, are predominantly carried out by male employees.
- While our generous maternity policy and flexible working policies encourage the retention of women in the workplace, part-time employee salaries are lower, which impacts the gender bonus gap.

## Taking positive action – what we are doing to reduce the gender pay gap

Repsol Resources UK Limited is fully owned by Repsol S.A. forming part of the Repsol upstream business. As we integrate into the global organisation, we will continue to have opportunities to identify new strategies to address our gender pay gap such as the Women's Empowerment Principles\* initiative. Repsol stand behind the idea that generational, cultural, sexual, gender, and ability diversity contributes to the generation of innovative and different ideas and perspectives.

There are a number of actions that we have already taken to demonstrate our commitment to improvement and we continue to monitor and adapt in support of this.



### EFFICIENCY

**We make optimal use of our resources and our time. We're agile and flexible in the way we work to achieve the best results.**

We strive to retain women in the workplace and promote an inclusive workplace, offering:

- A buddy system for employees on maternity leave.
- A range of family friendly policies, include the option of Shared Parental Leave (SPL) in line with our Leave Standard.
- Part time working options.



### RESPECT

**We create a workplace of inclusivity and trust, while being aware of the impact of our actions and decisions on society and the environment.**

We offer a range of health and wellbeing options to support employees, including:

- A wellbeing platform providing training through e-learning and additional resources.
- A Care Concierge service to support employees caring for relatives.
- A menopause helpline, available for employees to speak to a menopause-trained nurse via our Healthcare provider.
- Continuous promotion of benefits supporting health management.



### FORESIGHT

**We seize new opportunities that arise in the context of the energy transition and contribute new solutions.**

We endeavour to attract and retain key talent to support the future business. This includes:

- Encouraging a diverse pool of applicants and assessment panels during recruitment.
- Delivering unconscious bias training.
- We continue to pursue the employment of females into technical roles and wider business.



### VALUE-ORIENTED

**We identify what is truly critical and differential in our daily work to achieve goals and results, while placing special value on the fact that we are Repsol.**

We encourage career progression and professional development of our employees:

- 88% of males invited and 89% of females invited, attended our leadership programme, developing both current and future leaders of our organisation.
- In our formal mentoring program 21% of the mentors are female and 24% of mentees are female.
- With only 16% of our workforce being female, this demonstrates our continued commitment in the development opportunities of our female employees.

\* Repsol has signed the Women's Empowerment Principles (WEP), established by UN Women and the UN Global Impact.

The WEPs are based on international human rights and labour standards and are based on the recognition that companies have an interest in and a responsibility for gender equality and women's empowerment.

## Declaration

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We confirm the Gender Pay Gap calculations and data provided in this report are accurate and in line with mandatory requirements.

**Ferdinando Rigardo**

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**Director**  
(on behalf of the Board of Directors of Repsol Resources UK Limited)