



CGG GENDER PAY GAP 2022 REPORT

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GENDER PAY GAP REPORT

The UK's annual Gender Pay Gap Reporting is a legal requirement for all UK companies with 250+ employees. It was first introduced in 2017 and its purpose is for UK companies to gather, analyse and disclose their gender pay and bonus gap statistics.

This information can be found on the Government and CGG websites. The CGG website contains this report, which is more detailed and includes the Gender Pay Gap data, but also an analysis and action plan to drive and encourage initiatives forward which continue to overcome and challenge current practices and highlight areas that need to be focused and improved upon.

As a reminder, the gender pay gap is different from equal pay. The Gender Pay Gap shows the difference between the average earnings of men and women. This differs to equal pay, which focuses on the difference between men and women who carry out the same jobs, similar jobs or work of equal value.

Looking at our gender pay gap helps us to analyse the organisation as a whole and identify global and local actions that will help to continue developing CGG as a workplace where all employees are given fair and equal opportunities, development and the ability to enhance their capability and drive their careers.

CGG's management is committed to integrity, equality and equity as part of the vision and values of CGG. We focus on aspects such as skills, experience, potential, performance, talent, diversity and inclusion. Our gender pay gap is a good indicator of the progress we have made, and a reminder that we must continue to remain vigilant and proactive. This is significantly important given CGG operates in the Science, Technology, Engineering and Maths (STEM) Industry which is predominately male.

A consideration that must be mentioned is that the Gender Pay Gap (not the Bonus Gap) is based on workers who receive their full normal earnings, any worker who receives less would not be included in the calculations, this can therefore lead to factors that vary annually such as family friendly leave and sickness leave etc.

All calculations are based on salary sacrifice, meaning the employee's gross pay after any reduction for a salary sacrifice scheme. Again, it is important to highlight that personal, work, economic or social factors can influence the amount an individual may sacrifice, and in any one year, resulting in possible factors that could alter our figures.

It is also important we are mindful of the following statement from the Office of National Statistics (ONS):

'Earnings estimates were affected by changes in composition of the workforce and the impact of the Coronavirus Job Retention Scheme (furlough) making interpretation difficult; also data collection disruption and lower response rates mean that, for 2020 and 2021, data were subject to more uncertainty and should be treated with caution; we would encourage users to focus on long-term trends rather than year-on-year changes.' Gender pay gap in the UK - Office for National Statistics (ons.gov.uk)

Having reviewed our Gender Pay Gap Reporting data we are able to see that the pandemic has potentially affected our data, in which we will investigate in more detail.



GENDER PAY GAP

The gender pay gap is based on ordinary pay received for the relevant pay period.

Ordinary pay includes:

- Basic Pay
- Allowances
- Shift Premium Pay
- Pay for leave (Including holiday, family leave and sick leave (full pay))

Any employees not receiving full pay in April are excluded from the calculation as they are not considered to be a "full-pay relevant" employee for the purposes of the report.

Excluded are:

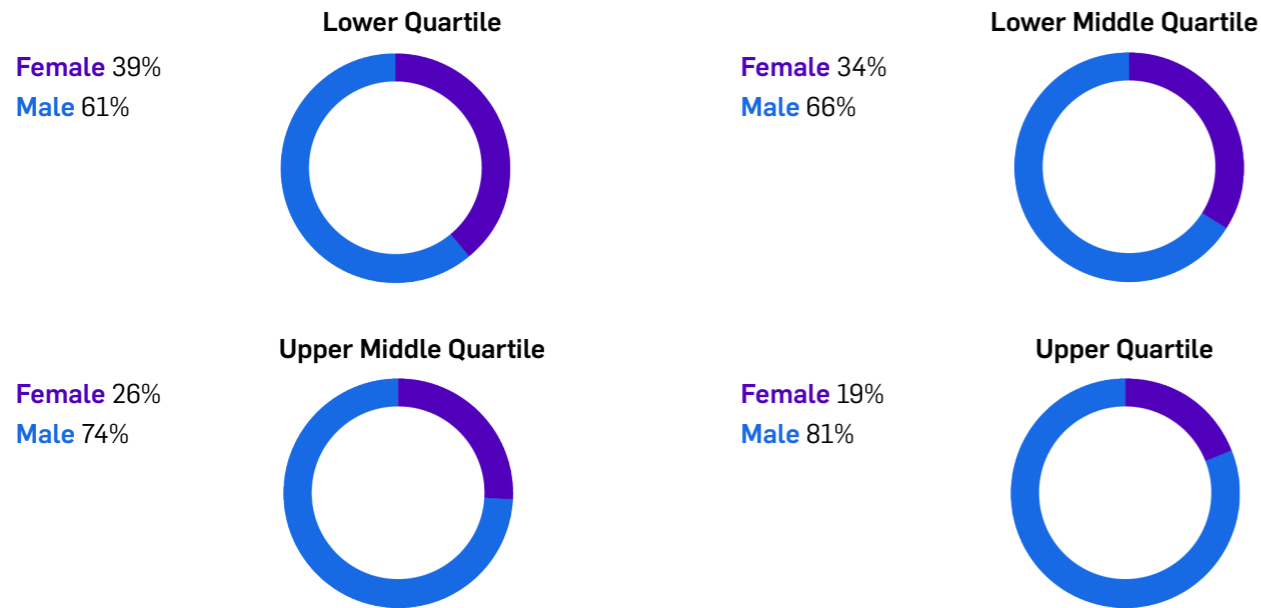
- Maternity/Shared Parental/Paternity leave
- Sabbatical
- Sick leave (half pay or nil pay)
- Unpaid leave

The gender pay gap calculation shows the difference between the average (mean and median) male and female pay, based on an hourly pay rate for the April period.

The CGG UK gender split is **70%** male and **30%** female.

MEDIAN PAY GAP 16.12% 7.95% increase in the median pay gap between April 2020 and April 2022.	MEAN PAY GAP 16.87% 3.49% increase in the mean pay gap between April 2020 and April 2022.
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MALE AND FEMALE EMPLOYEES IN EACH QUARTILE PAY BAND



Pay Quartiles	Male	Female
Upper	81%	19%
Upper Middle	74%	26%
Lower Middle	66%	34%
Lower	61%	39%

BONUS PAY GAP

The bonus pay gap reflects the difference between the average (mean and median) bonuses paid to men and women between 6 April 2021 and 5 April 2022. Any bonuses received during the period are included in the calculation.

84.13%
of Men received a bonus

80.43%
of Women received a bonus

MEDIAN BONUS GAP 44.27% 26.67% increase in the median bonus gap.	MEAN BONUS GAP 46% 7.1% increase in the mean bonus gap.
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ANALYSIS

We operate within an industry that historically has attracted more men than women, and therefore we still have fewer women in senior positions with this imbalance reflected in the gender pay gap and the bonus pay gap statistics.

We recognize that women in the Upper Quartiles of our data are still underrepresented. We would like to see the percentages as a minimum reflect our 70/30 gender split. Although, it should be mentioned that we wish to improve this 70/30 split and to encourage and retain more women within our workforce. To do this we are focusing on our recruitment and onboarding processes using initiatives and methods of attracting more women to our workforce.

It is also important to consider the effects of the calculation of excluding data for those not on full-pay, as this will impact women more so in relation to family friendly policies, with the maternity leave entitlements being for 12 months, as opposed to those who take paternity leave for a period of 2 weeks. Whilst there is the option of shared parental leave, which allows the leave to be shared, the uptake of this remains low.

It should also be taken into account the impact salary sacrifice can have on an individual's pay, whether this be for the Gender Pay Gap or Bonus Gap figures. One individual perhaps earning a higher amount, may be able to contribute more into their pension, therefore reducing the overall figure seen in our calculations.

In 2020 and 2021 we saw the introduction of furlough which again, may have impacted our previous figures for the reasons highlighted, in addition to economic, social, personal and work factors.

In order to understand our situation fully we are proposing to review our data by including salary sacrifice and all employees, rather than 'full pay relevant employees'. This is an extra step CGG is committed to which will allow us to see where we are positioned outside of the factors highlighted in this report.

ACTION PLAN

The following have been identified on a global and local scale as areas where we can actively initiate a reduction in these gaps:

- **Recruitment:** using initiatives to aim at attracting and recruiting more women into the industry and at CGG;
- **Retention:** focus on reviewing promotions, salary reviews and bonuses to ensure we remain inclusive, retain our diverse talent and promote equity within our practices;
- **Engage and Develop:** offering a safe and engaging working environment where we develop our workforce providing equal opportunities to training and mentoring;

- **Inclusion, Diversity and Equity Strategy (IDEA – Inclusion, Diversity, Equity and Action):** to raise awareness and provide training to all UK staff on IDEA; Bullying and Harassment in the Workplace Training and Unconscious Bias Training. We will also continue to review our Policies and Practices, and where appropriate hold staff forums and focus groups.

We remain focused on actions that have and continue to be successful, whilst implementing new initiatives that should help to improve our gap year after year.

RECRUITMENT

The vast majority of CGG recruitment activity in the UK is targeted at new graduates for technical positions. We aim to attract talented students in Maths, Physics, Geophysics, Computer Sciences, Geology, etc. Some curricula attract greater female uptake than others do. Our actions focus on both inspiring female students as well as ensuring we ourselves recruit as many women as we can from these disciplines.

STEM: CGG has focused on attending career fairs, presentations, skills sessions and workshops to enable discussions to take place on career opportunities and pathways. In order to close the Tech Gender Gap, we will be launching in early April a partnership with an external careers page called **SheCanCode**, in which we aim to attract and hire diverse talents to CGG.

CGG recruitment plan in the UK has looked at how to further remove potential unconscious bias in our recruitment processes. To do this, we are, as mentioned, raising awareness and holding training on Unconscious Bias. We also have more women involved in the interview process and are actively increasing our gender split for applications and at interviews. We have also taken steps to reduce any wording or phrases from our adverts that could be seen to discourage women applying for a role, by using a linguistic gender coding software before roles are published.

RETENTION

Developing our employees to provide them with the best opportunities to progress their career is a building block of CGG's strategy. In all CGG activities, whether technical, operational, sales or support, we make sure we offer men and women the same access to a bright future.

We will continue to review and analyse our exit interview feedback to understand the root causes as to why people may decide to leave CGG. We will ensure this information is used as part of our current and future initiatives, processes and procedures.

We will continue to drive our IDEA initiatives to retain our diverse workforce, promote inclusivity and recognize equity and equality within our practices through monitoring and assessing in promotions, salary reviews and bonuses.

ENGAGEMENT AND DEVELOPMENT

We will continue to provide a safe, supportive and engaging working environment by raising awareness of our Inclusion, Diversity and Equity Strategy (IDEA – Inclusion, Diversity, Equity and Action), initiatives and training. This will be supported by providing equal opportunities for developing and engaging our workforce through training, mentoring and succession planning.

INCLUSION, DIVERSITY AND EQUITY STRATEGY (IDEA – INCLUSION, DIVERSITY, EQUITY AND ACTION)

IDEA E-Learning: CGG has launched its own e-learning session on IDEA, providing employees with an introduction to unconscious bias, challenging behaviours or practices in the workplace and enhancing understanding of the importance of Diversity, Inclusion and Equity.

Zero Tolerance to Bullying and Harassment: CGG maintains a zero tolerance to bullying and harassment approach and has held mandatory training sessions for all staff to attend. The sessions provide employees with the confidence and encouragement to report a potential concern whether they be the victim or a witness. It is an interactive session which discusses forms of bullying, and the support that is available.

Additionally, we have relaunched our global e-learning 'Prevention of Discrimination and Harassment' course in alignment with our Inclusion, Diversity and Equity principles.

Unconscious Bias Training: We will soon be launching our Unconscious Bias Training which will be mandatory for all staff to attend. This will provide a deeper understanding of the different types of unconscious bias and becoming more aware of them personally and in the workplace in order to reduce any bias. We also will be launching a global e-learning 'Unconscious Bias' course supporting our employees to overcome stereotypes and prejudice in the workplace,

Further action: CGG will continue to review Policies and Practices, and if appropriate hold staff forums or focus groups to further assess where developments can be made.

I confirm that the gender pay gap data contained in this report for CGG Services (UK) Limited is accurate and has been produced in line with the Gender Pay Gap Reporting regulations, as set out by the UK government.



Dave Priestley
UK Director



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