



GENDER PAY GAP REPORT

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CGG's commitment to its 'Visions & Values' is absolute and built on the importance of integrity and equality in all that we do. It is in this context that the aims of the UK Governments gender pay gap actions are fully supported by CGG and the requirement to gather and disclose our gender pay gap statistics is welcomed.

Within all statistics are elements of context that colour them; but when we share some of the background to CGG's gender pay gap numbers we do so only to give awareness of the challenges within our industry that we are working hard to overcome.

Peter Whiting, UK Director notes that, "The industry within which CGG works, and the skills-base from which we draw the majority of our employees, is traditionally male dominated. It is good to see that this is changing rapidly, and I am proud to be part of a company that is actively embracing this change. As this report shows, there is a good distance still to go, but we have many initiatives that pro-actively and energetically encourage women to join our industry, grow within our company, and become key leaders in our business. Sophie Zurquiyah, who has recently been appointed as CGG's first female CEO, reaffirms our company's commitment to being an equal opportunity employer."

This is the first year in which the UK Government requires all major employers with 250 or more employees to annually disclose their gender pay gap. To clarify, the gender pay gap is not the same as equal pay. Equal pay relates to men and women who perform the same job being paid the same, whereas the gender pay gap looks across all jobs at all levels within an organisation and is expressed as a simple average of all those numbers.

CGG absolutely believes that we offer equal pay for equal work and consider ourselves an equal opportunity employer. We still, however have a gender pay gap. The primary reason for this gap, we believe, is that we operate within an industry that typically attracts more men. We, therefore, have fewer women in senior positions. This imbalance is reflected in the gender pay gap statistics.

The CGG UK median gender pay gap is 17% compared to the national average of 18.1%¹.

The UK Company's gender split is 69% Male /31% Female, whereas the gender split for our more technical and specialist roles is 78% Male / 22% Female.



1. <https://visual.ons.gov.uk/the-gender-pay-gap-what-is-it-and-what-affects-it/>

UNDERSTANDING CGG SERVICES (UK) GENDER PAY GAP

At the time of writing this report, women made up 23% of the Oil & Gas Industry workforce with just 13% making up the technical workforce².

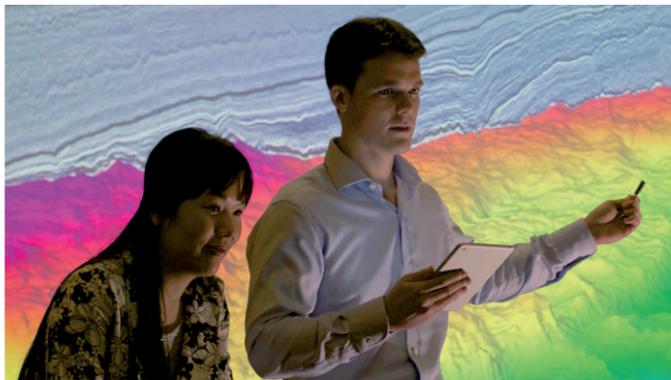
The majority of our jobs are STEM (Science, Technology, Engineering, Mathematics) based roles, which in general, attract significantly more men than women. Currently female engineers in the Oil and Gas industry are represented by only 7% of the workforce².

2. http://www.parliament.scot/S5_EconomyJobsFairWork/Inquiries/Oil_and_Gas_UK.pdf

A consequence of this imbalance is that many of the positions with a high variable remuneration are filled by a higher ratio of men; the bonus gap is further skewed by a higher proportion of men in senior level positions and finally a much higher proportion of female employees work on a part time basis, 22% of female employees compared to 3% of male employees.

To further understand our gap, CGG UK went one step further and applied the gender pay gap calculations to each grade and found, in the most part, a much reduced gap when undertaking this closer comparison.

One of our strategies is to continue to attract more women into the company and ensure that these women stay in the business and have a successful and high paying career.

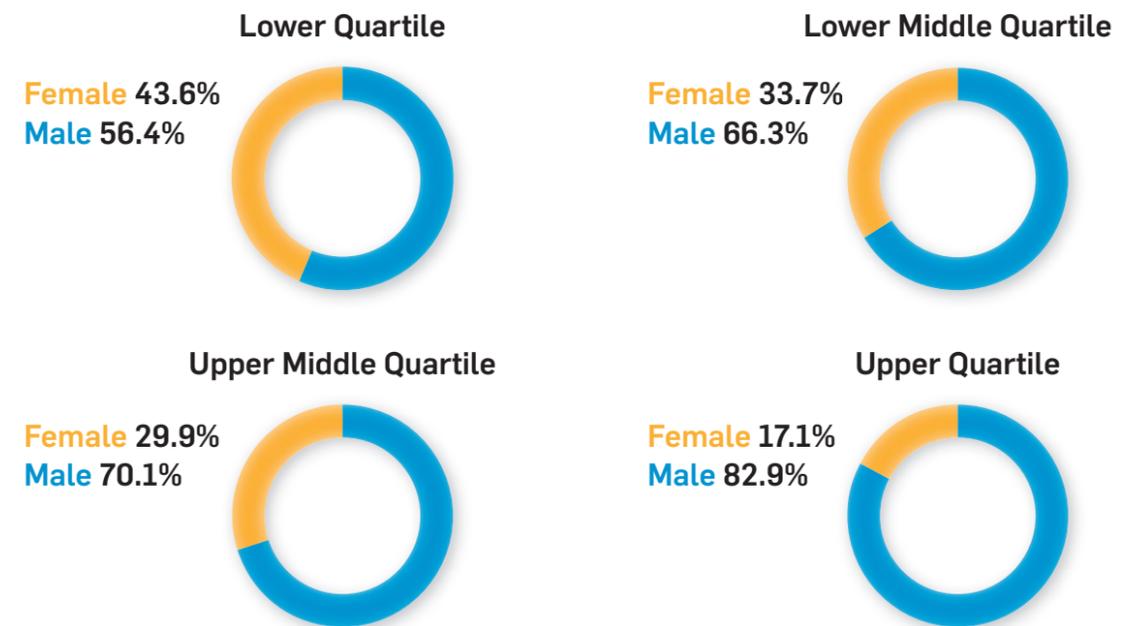
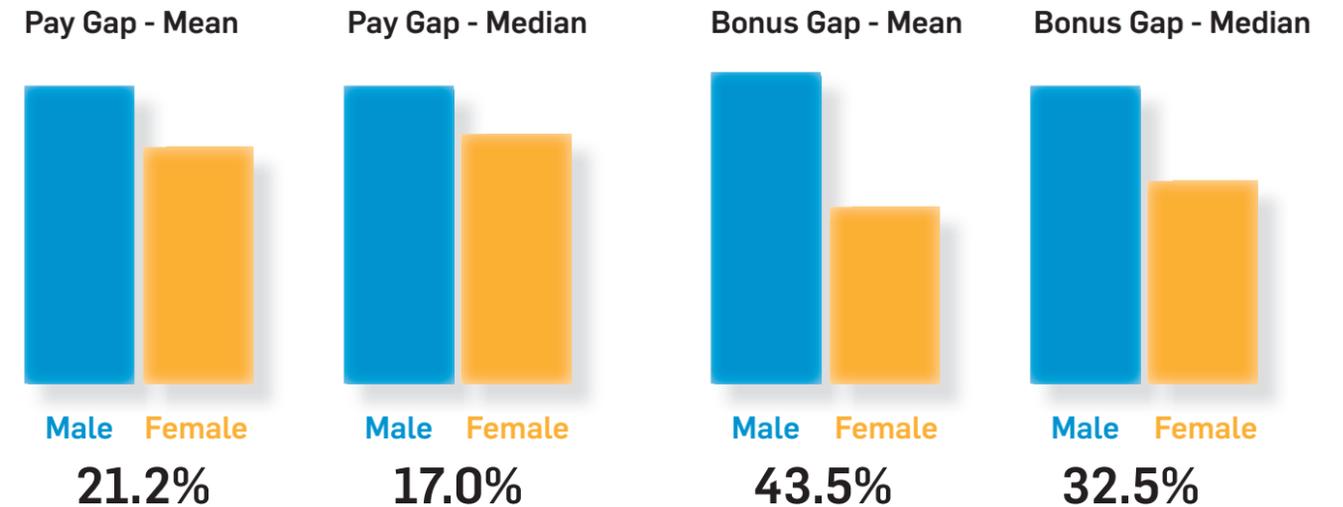


I confirm that the gender pay gap data contained in this report for CGG Services (UK) Limited is accurate and has been produced in line with the Gender Pay Gap Reporting regulations, as set out by the UK government.


Peter Whiting
 UK Director



- We have more women applying for positions within the company through our Graduate schemes since 2012 when we reviewed our recruitment advertising and attendance at University career days.
- We support flexible working where possible to enable parents to sustain a better work / life balance.
- We actively encourage those whilst away on maternity leave to keep in touch with the workplace via the use of KIT days in order to ease their return to work.
- Of the 16 employees who took Maternity Leave over 2017 only 2 did not return to work because it was their second child and they had moved out of the area.
- The company has been participating in local STEM initiatives since 2010. We take part in workshops and career days in schools and colleges and host visits by students. We are actively involved in TeenTech and WISE (Women in Science & Engineering) events. Our STEM representatives come from a variety of specialisms within the company such as, geology; geophysics; software development; petrophysics; data management &, finance.



97.41%
of Men received a bonus

99.56%
of Women received a bonus

Pay Quartiles	Male	Female
Upper	82.9%	17.1%
Upper Middle	70.1%	29.9%
Lower Middle	66.3%	33.7%
Lower	56.4%	43.6%



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