



2020 UK Gender Pay Gap Report



Halliburton is one of the world's largest providers of products and services to the energy industry. Founded in 1919 and having completed over 100 years of service, we have over 40,000 employees, representing 130 nationalities in more than 70 countries.

It is known that the oil & gas industry accounts for a far smaller share of females. At Halliburton, we continuously work to address the gender imbalance throughout the career development cycle from entry level, mid-career and senior management.

In response to the UK government's requirement for companies to be more transparent as per the UK gender pay gap regulations which was implemented in 2017, we now present our fourth report for 2020 as of 5th April 2020.

Diversity and inclusion are central to the long-term success of the Company. As part of our diversity targets, we have encouraged and hired more women to join the Company and the oil & gas industry. Embedded in our Code of Business Conduct and in our employment practices is a commitment to involve all employees in creating a positive work environment for everyone. In particular, the Women Sharing Excellence UK Chapter continues to work in the areas of promoting diversity hiring, mentorship, working parents and engaging with the community through various professional networks. We encourage a global culture of inclusion with an ongoing internal campaign highlighting the value of differing perspectives.

This report covers the mandated information required by the Government Equalities Office in the UK and is accurate.



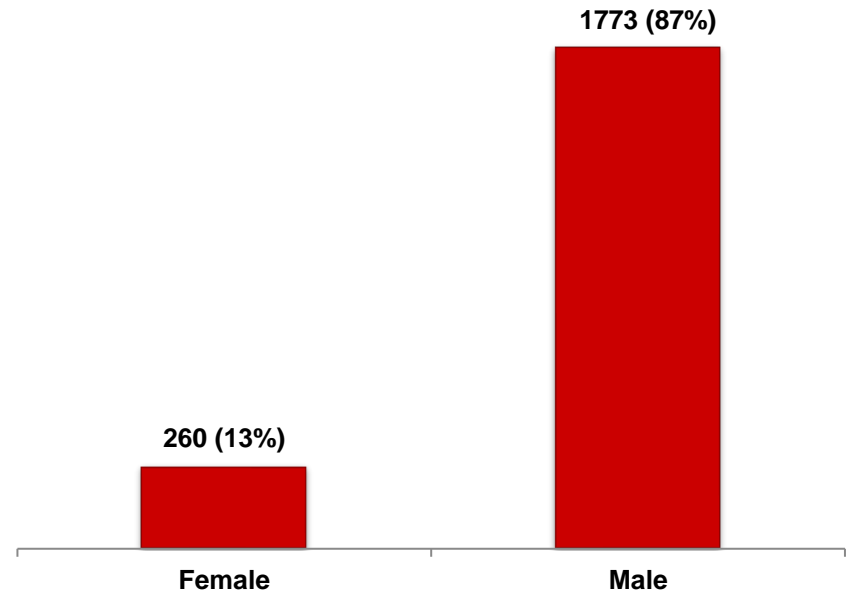
Martin White
Vice President, UK & Europe



Demographics

As per the snapshot date of April 5, 2020, Halliburton employed 260 female employees and 1,773 male employees. This overall employee gender split within Halliburton's workforce represented 87% men and 13% women. Despite the small percentage, women represent multiple disciplines across all parts of the business and are integral to the operations, transformation and sustainability of the company.

Full Pay Relevant Employee Population





Pay and Bonus Gap Summary

The table below represents the four calculations required:

- The mean gender pay gap
- The median gender pay gap
- The mean bonus gender pay gap
- The median bonus gender pay gap

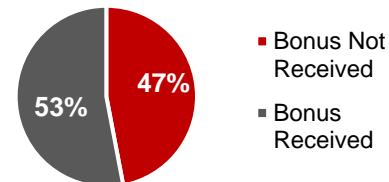
Mean and Median Pay and Bonus Gap Summary

Male vs. Female	Mean	Median
Gender Pay Gap	12%	1%
Gender Bonus Gap	40%	52%

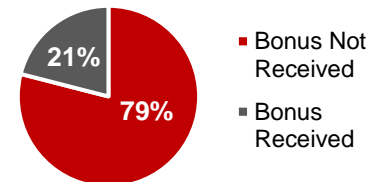
The pie chart below represents the proportion of males and females who received a bonus payment

Proportion of Employees Receiving a Bonus

Male



Female



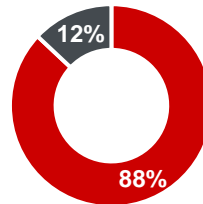


Pay Quartiles

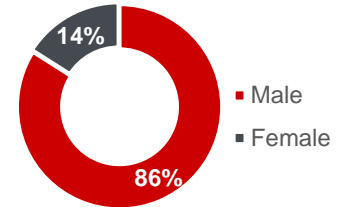
The table below and the charts represent the proportion of males and females in each quartile band

Pay Quartile		
	Male	Female
Lower	88%	12%
Lower Middle	86%	14%
Upper Middle	85%	15%
Upper	91%	9%

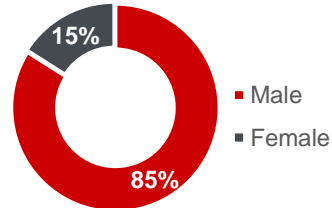
Lower Quartile



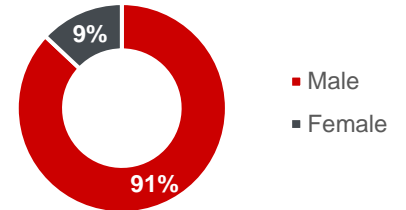
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile





Diversity and Inclusion

Core Value: Respect

Halliburton values diversity and equality. It makes us stronger, more innovative, and better positioned for success. We are committed to inclusion across race, gender, nationality, religion, identity, experience, and any other unique attribute. We are honest with ourselves, and we welcome different viewpoints and empower each other to be authentic.

Halliburton is committed to fostering a positive work environment by maintaining a strong culture of diversity, equality and inclusion, supported by our Code of Business Conduct and employment practices. This culture is reinforced by how we live out our mainstay of “listen and respond” to drive open communication, collaboration and employee- driven solutions.

Halliburton Employee Resource Groups are created by employees to foster engagement, networking and professional development. They are open to all employees and enable the creation of personal and professional connections across our global workforce. We enhanced collaboration among Employee Resource Groups such as Women Sharing Excellence, Black Employees Leading In Excellence, Vision, and Education, Veterans Leadership Forum, iMPACT and PRIDE.

- **WSE** (Women Sharing Excellence)
- **BELIEVE** (Black Employees Leading In Excellence, Vision, and Education)
- **VLF** (Veterans Leadership Forum)
- **PRIDE** (LGBTQ Employee Resource Group)
- **iMPACT** (Halliburton Professionals Organization)



Diversity and Inclusion

Women Sharing Excellence (WSE) is an internal professional network dedicated to promoting employee development, building leadership competencies and increasing employee retention. The organization is open to all Halliburton professionals, and has more than 900 members globally. WSE provides support in career planning and self-development through mentoring, training, community-service events, spotlight recognition and a workplace conversation series

Black Employees Leading In Excellence, Vision, and Education (BELIEVE) is to positively impact Halliburton's diverse and inclusive culture by enhancing the attraction, retention, development and advancement of Black employees. BELIEVE allows us to bring our authentic selves to work, reach our highest potential and contribute meaningfully to the Company's operational performance, financial success, and long-term sustainability.

Veterans Leadership Forum (VLF) provides tools and opportunities for professional development to members to help maximize their contributions to the Company's success. Established by and for veterans in 2013, VLF membership is open to all Halliburton employees who seek to enhance their careers.

iMPACT is an organization of Halliburton professionals with the primary objective of furthering employee development, leadership competencies and increased retention. iMPACT is open for membership to all Halliburton professionals regardless of tenure. This foundation will enable iMPACT to continue focusing on engaging early to mid-career professionals while sustaining existing global affiliates.

PRIDE is dedicated to creating a positive and inclusive work environment for people of all sexual orientations and gender identities. The organization achieves its goal through education, awareness and results that add business value through industry relations. PRIDE membership is open to all Halliburton employees.