



# UK Gender Pay Gap Report



# Overview

Founded in 1919, Halliburton is one of the world's largest providers of products and services to the energy industry. As of **2023**, we have approximately **48,000** employees, representing over **130** nationalities in more than **70** countries.

Diversity and inclusion are central to the long-term success of the company. 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.

Our build-from-within approach to recruitment and training helps us develop early career talent into future leaders.

We augment this approach with targeted recruitment efforts for senior-level positions that help introduce specific expertise and emergent skillsets.

Our Global Talent Acquisition team conducts candidate outreach in a variety of ways that include virtual career fairs, apprenticeship programs, relationship building efforts at universities, employee referrals, and partnerships with local job candidate programs. Halliburton's outreach includes our efforts to build interest in STEM and oil and gas careers among students, a strategy that also supports local workforce development in the areas where we operate.

In 2023, Halliburton hired **8,714** new employees. Of our total hires to STEM roles, **28%** were female, a number that is higher than it was in 2022 and represents our highest number of female hires to STEM roles at Halliburton since 2010.

We hire, develop, and retain science, technology, engineering, and mathematics (STEM) students because STEM skills are an important consideration for Halliburton leadership positions. This is a strategic focus of our graduate hiring, and it is supported in our diversity hiring objectives. Promoting female representation in these roles is a key focus at Halliburton, as our STEM roles tend to lead to operational leadership positions.

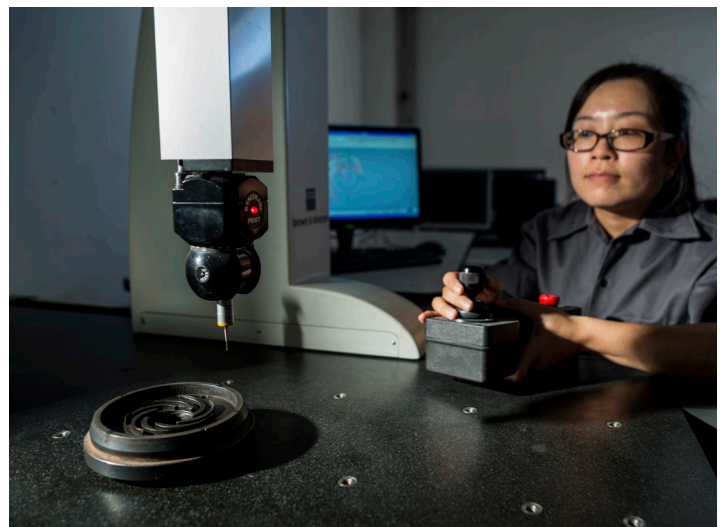
Timothy Michael Horsfall  
Senior Area Manager - Europe



*This report covers the mandated information required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (SI 2017/172) and is accurate.*

# UK Demographics

As of **April 5, 2023**, Halliburton employed **227** female employees and **1,390** male employees in the UK for a total of **1,617** employees. Overall, the employee gender divide equated to **14%** female employees and **86%** male employees. Among the two groups, women served in multiple roles across the business and were integral to the operations of the company.



# UK Pay and Bonus Gap Summary

**These figures represent six of the required calculations, as of April 5, 2023.**

- The mean and median gender pay gap of full-pay relevant employees
- The mean and median gender bonus pay gap of all relevant employees
- The percentage of men and women receiving bonus pay for all relevant employees
- The percentage of men and women in each hourly pay quarter

## Mean and Median Hourly Pay and Bonus Gap

	Mean	Median
Gender Pay Gap	20%	21%
Gender Bonus Gap	54%	54%

## Percentage of UK Relevant Employees Receiving a Bonus

Female	49%
Male	64%

The majority of the bonus gap is observed in field operations, where production bonuses make up a significant portion of total earnings and the majority are male.

## Percentage of men and women in each hourly pay quarter

Quartile	Female	Male
Upper	9%	91%
Upper Middle	10%	90%
Lower Middle	18%	82%
Lower	17%	83%

These figures represent the number of full-pay relevant female and male employees in each quartile band. The number of women in middle and upper-management level roles is the direct result of hiring, retention, and career development strategies.

## Addressing the Gap

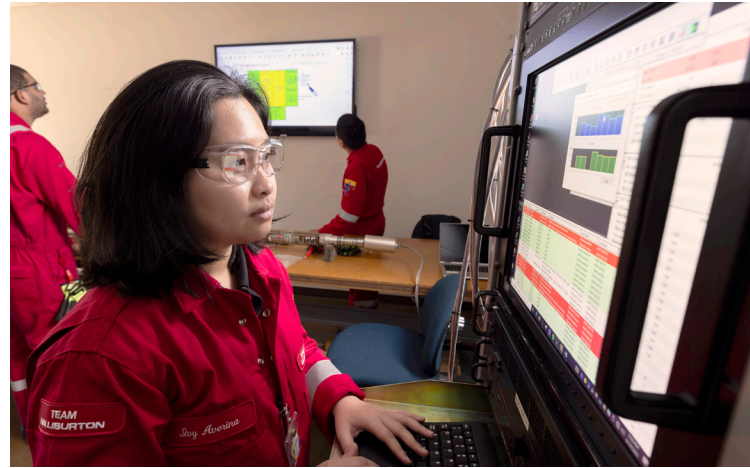
At Halliburton, we provide our workforce with a safe, inclusive work environment, rich career development opportunities, and competitive benefits.

Our compensation philosophy aims to offer a market-competitive total rewards package that aligns employee performance, experience, and skills. The Company is committed to providing equal employment opportunity in all of its employment practices.

To narrow the gap, we provide pay transparency policies that feature clear career paths and salary ranges, coupled with regular performance feedback through our check-in process. We commit to equal opportunities for training, skill enhancement, and career progression for all employees. Our strategy includes a focus on diversity in hiring, particularly in STEM fields, where such skills are an important consideration for Halliburton leadership positions. We have also implemented training courses to educate employees and managers about unconscious bias and discrimination.

We listen and respond to employee feedback, and work hard to provide employee-driven solutions to nurture an engaged workforce that feels valued and accepted with the right support and resources to be successful. To encourage an environment of openness and teamwork across our global workforce, we engage in activities and initiatives like town hall meetings, workshops, employee resource groups, and a biannual Employee Pulse Survey (EPS). These activities and initiatives help us strengthen a workplace culture in which Halliburton employees feel their voices are heard.

Our values highlight the importance of eliminating the gender pay gap, in an embodiment of our belief in dignity and respect for every employee.



# Diversity & Inclusion

Core Value: **RESPECT**

We value diversity and equality. It makes us stronger, more competitive, 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, welcome different viewpoints, and empower each other to be authentic.

Halliburton is committed to fostering a positive work environment supported by our Code of Business Conduct and employment practices. This culture is reinforced by our communication, collaboration, and employee-driven solutions.



## Our Strategies

- Provide unconscious bias and global diversity & inclusion trainings and workshops to employees, structured by the acronym **INCLUDE**
- Host annual diversity workshops to discuss opportunities for improvement and receive feedback from global employees representing different nationalities, cultures, and career backgrounds
- Celebrate International Women’s Day with global events and regional employee recognition awards
- Build a robust leadership pipeline within Halliburton Succession Management to identify the readiness of potential successors for critical roles

**INCLUDE is an acronym that promotes essential behaviors to support diversity and inclusion.**

**I**nquire across differences

**N**urture collaboration

**C**hallenge yourself and others

**L**ean into discomfort

**U**nderstand differences

**D**iversify your network

**E**mpathetic listening



# Employee Resource Groups

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 enhance collaboration among Employee Resource Groups such as Women Sharing Excellence; Black Employees Leading in Inclusion, Excellence, Vision, and Education; Veterans Leadership Forum; iMPACT; and PRIDE.

## Women Sharing Excellence

Women Sharing Excellence (WSE) is an employee resource group focused on the attraction, development, and retention of women. Started in 2012 by women and with the support of executive leadership, WSE has grown to 14 chapters globally.

The WSE UK Chapter champions diversity, equity, and inclusion through its mentorship program, networking opportunities, professional development, personal enrichment, and active involvement in the community. In recognition of the importance of work-life balance, WSE introduced initiatives to support working parents and create a more inclusive environment for all members.

We encourage a culture of inclusion through internal campaigns that highlight and value different perspectives. In reflection of this commitment, the group recently honoured the achievements of women and their allies at its annual International Women's Day Awards.



**Women Sharing Excellence (WSE)**



**Black Employees Leading in Inclusion, Excellence, Vision and Education (BELIEVE)**



**Veterans Leadership Forum (VLF)**



**iMPACT**



**PRIDE**



