



# CGG GENDER PAY GAP 2020 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's 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 develop 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, fairness 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.

The data disclosed for April 2020 shows a significant improvement from those in 2018 and 2019. It is worth mentioning that the Government announced prior to the 4 April 2020 that the 2019/20 Reporting Year was not to be enforced for that year due to the Coronavirus Pandemic.

The deadline was then extended for the 2020/21 Reporting Year to 5 October 2021 due to the continued disruption of the Pandemic.

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, sickness, furlough 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 another factor that could alter our figures.



## 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 "full-pay relevant". Excluded are:

- Maternity/Shared Parental/Paternity leave
- Sabbatical
- Sick leave (half pay or nil pay)
- Furlough
- 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 8.2%**

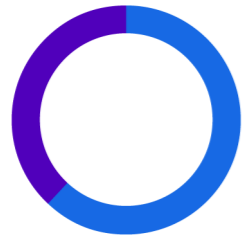
7.6% drop in median pay gap between April 2018 and April 2020.

**MEAN PAY GAP 13.4%**

6.9% drop in mean pay gap between April 2018 and April 2020.

Lower Quartile

Female 38%  
Male 62%



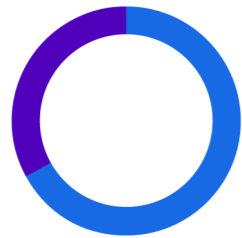
Lower Middle Quartile

Female 31%  
Male 69%



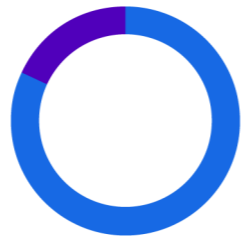
Upper Middle Quartile

Female 33%  
Male 67%



Upper Quartile

Female 18%  
Male 82%



Pay Quartiles	Male	Female
Upper	82%	18%
Upper Middle	67%	33%
Lower Middle	69%	31%
Lower	62%	38%

## 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 2019 and 5 April 2020. Any bonuses received during the period are included in the calculation.

**90.2%**

of Men received a bonus

**93.1%**

of Women received a bonus

**MEDIAN PAY GAP 17.6%**

7.4% drop in median bonus gap between April 2018 and April 2020.

**MEAN PAY GAP 38.9%**

5.5% drop in mean bonus gap between April 2018 and April 2020.



## ANALYSIS

The majority of indicators have improved between April 2018 and April 2020. There has been a decrease in the total headcount of CGG Services (UK) Ltd in 2020, however the gender split in terms of our UK population has remained the same.

As mentioned, 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 Quartile 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 encourage, attract and retain more women within our workforce.

It is also important to consider the effects 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 men 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.

Lastly, in terms of the those receiving a Bonus you will note a reduction in comparison to previous years. This could be due to various reasons such as economic and industry factors, but also due to salary sacrifice. However, overall a higher percentage of women receive a bonus to men.

## 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;
- **Retention:** focus on reviewing promotions, salary review and bonuses to ensure we remain inclusive, retain our diverse talent and recognize equity within our practices;
- **Engagement and Development:** offering a safe and engaging working environment where we develop our workforce providing equal opportunities of training and mentoring;

- **Diversity and Inclusion 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 recruitments in the UK target 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 the one hand, on inspiring female students to pursue scientific careers at the earliest stages of their lives, while, on the other, 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.

**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.

## 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 continue to use this information to be brought into our current and future initiatives, process 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 Diversity and Inclusion 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.

## DIVERSITY AND INCLUSION 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 has a zero tolerance to bullying and harassment and is holding mandatory sessions for all staff to attend. The session provides 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.

**Unconscious Bias Training:** We will be launching Unconscious Bias Training in 2022 which again 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.

**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.*



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