

Gender Pay Gap Report – 2020

At Ithaca Energy we are committed to providing equal opportunities for all our workforce irrespective of gender, race, religion, sexual orientation, age, national origin, or disability. We have an inclusive work environment that values the diversity of individual talent, experiences, and ideas.

Under legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap (the difference in the average pay of all men and women in an organisation, regardless of role or seniority). This is our first gender pay gap report and it covers the snapshot date of 5 April 2020. The figures have been reached using the mechanisms that are set out in the gender pay gap reporting legislation.

Similar to many other UK organisations, we do have a gender pay gap. Our gender pay gap is reflective of our workforce which has a greater number of men in higher paid senior and technical roles that attract higher pay, bonuses, or allowances. This is reflective of the gender balance throughout the energy sector which has historically had fewer women in senior, engineering, and technical roles. These roles typically attract high levels of remuneration, which can be due to scarcity of skills or due to operating in highly competitive markets for skills. Our gender pay gap is further compounded by offshore allowances, a key factor accounting for a higher average pay for men than for women as more men typically occupy these positions.

Gender Pay Gap



Mean: 19.55%
Median: 19.45%

Bonus Pay Gap



Mean: 24.33%
Median: 3.07%

Proportion of men and women receiving a bonus



Male: 95.95%
Female: 96.99%

Proportion of Men and Women in each of the Quartile Pay Bands

Quartile	Typical jobs in this quartile	% of population	
		Male	Female
Upper	Senior Engineers; General Management	79.66	20.34
Upper Middle	Managers; Engineers; Specialists, Team Leads	84.75	15.25
Lower Middle	Operators; Technicians; Engineers	85.59	14.41
Lower	Administrators; Technicians; Entry level Graduates	47.06	52.94

I confirm that the gender pay gap data contained in this report for Ithaca Energy (UK) Limited is accurate and has been produced in accordance with the legislative guidance.



Gilad Myerson
Executive Chairman, Ithaca Energy