

TechnipFMC in the UK - Supporting Statement

What is Gender Pay Gap Reporting?

UK Gender Pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing the pay and bonus gap between male and female employees.

These calculations are based on the difference between the gross hourly earnings grouped for ALL men and the gross hourly earnings grouped for ALL women.

In this reporting, all employee earnings are grouped together. For example, salaries of positions at all levels will be grouped together to calculate mean and median pay gap figures.

Equal Pay for Equal Work

The gender pay gap is not the same as equal pay. Gender pay gap is concerned with the differences in the average pay between men and women over a period of time regardless of their role. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. We are confident that at TechnipFMC, we have equal pay.

TechnipFMC in the UK

TechnipFMC in the UK has three entities (Technip UK Ltd, FMC Technologies Ltd and TechnipFMC Umbilicals Ltd) which are required to publish Gender Pay Reporting data and these results are detailed on the following pages.

Understanding the gender pay gap at TechnipFMC in the UK

Whilst we are confident that we operate equal pay for equal work, TechnipFMC in the UK has a gender pay gap when reporting the difference in the hourly rates in accordance with the government requirements for Gender Pay Gap Reporting.

This pay gap is not a reflection of the company's policies and approach to job grading and pay bandings.

The gender pay gap continues to reflect the demographics within the business and industry wide. The industry has a higher representation of males in specialist engineering and technical disciplines which traditionally women have not selected as a career and this trend continues.

These specialist engineering and technical disciplines generally, in this industry, attract higher salary levels than support services roles. This in turn explains why, when you compare the gross hourly earnings for all men and the gross hourly earnings for all women, we see a gender pay gap. We regularly review salaries as part of our commitment to ensuring equal pay. Compensation of roles is measured against industry benchmarking, economic climate and external market. We continue to integrate gender pay gap considerations into future remuneration reviews and there is no intention to promote or hire any specific gender.

Focus on Advancing Gender Diversity at TechnipFMC

Gender diversity at all levels of our business is not only a matter of responsibility, it is a business imperative for success. We want to become the employer of choice for all, by fostering a culture that encourages everyone who works with us to reach their full potential.

Advancing gender diversity aims to provide those opportunities to everyone, throughout their career life cycle.

Our guiding principles are:

- To create the conditions that help all our people achieve their full potential.
- To apply gender diversity at every step of the career life cycle.
- To respect and promote gender diversity across all levels of the organization.
- To encourage diversity of thought by advancing gender diversity.
- To expand our focus on diversity to other dimensions in the future.



We aim to create opportunities that enable everyone to reach their full potential. Our diversity journey includes mentor programs, training for employees and leaders in Diversity Awareness and Unconscious Bias, gender balanced succession planning and diversity seminars.



Employee Resource Group - Diversity in STEM

This initiative has been launched across TechnipFMC locations in the UK and is open to all employees who wish to contribute to improving diversity in the company. The Employee Resource Group will work on internal and external initiatives to promote Diversity in STEM.

Written statement

Signed on behalf of TechnipFMC in the UK:

A handwritten signature in blue ink, appearing to read "Alison Hunter".

Alison Hunter, Human Resources Director, UK

TechnipFMC in the UK - Published Results

Pay and Bonus Gap

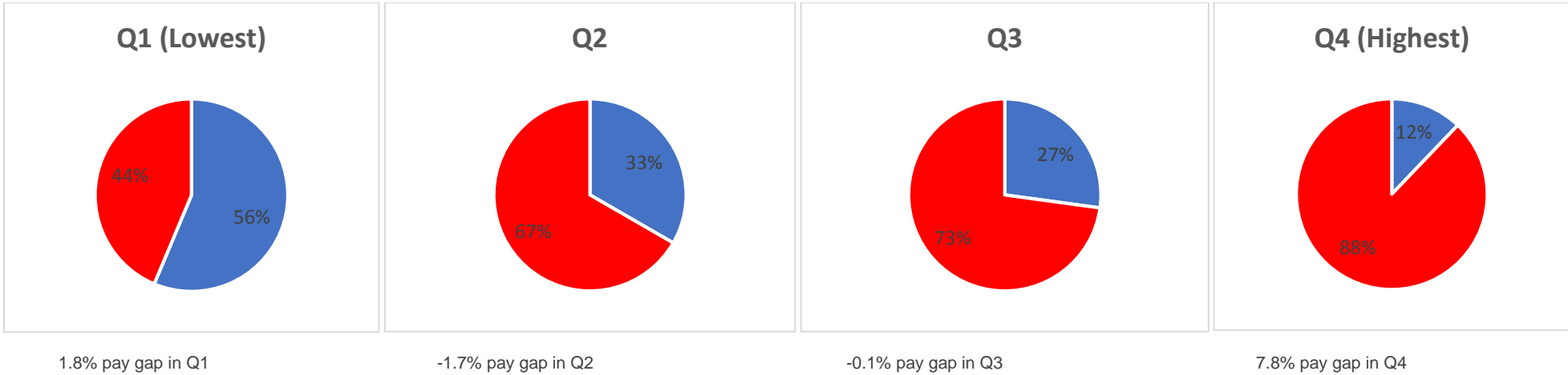
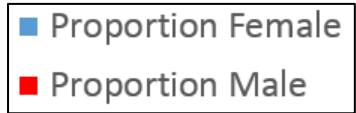
The tables below show:

- the overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5th April 2018)
- the mean and median between all bonuses paid to men and women during the period 6th April 2017 – 5th Apr 2018 (for 2018 performance)

Technip UK Ltd		
	Difference between men and women	
	Mean	Median
Hourly fixed pay	28.1%	28.8%
Bonus paid	46.0%	32.2%
FMC Technologies Ltd		
	Difference between men and women	
	Mean	Median
Hourly fixed pay	12.4%	3.0%
Bonus paid	36.2%	0.0%
TechnipFMC Umbilicals Ltd		
	Difference between men and women	
	Mean	Median
Hourly fixed pay	0.7%	-4.5%
Bonus paid	-44.6%	-0.5%

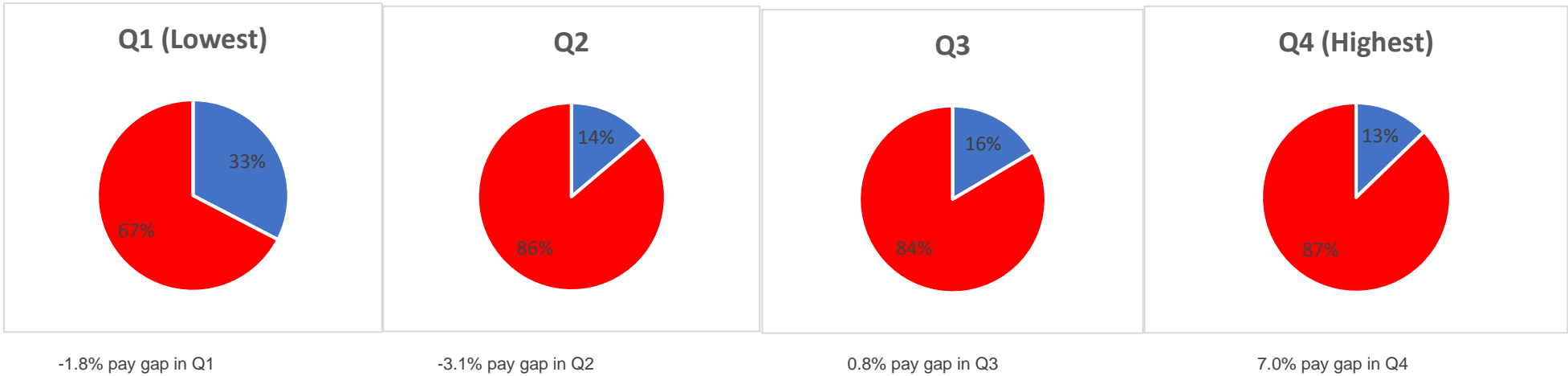
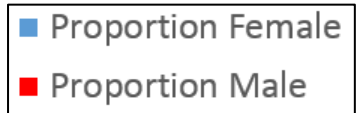
Pay Quartiles

Technip UK Ltd



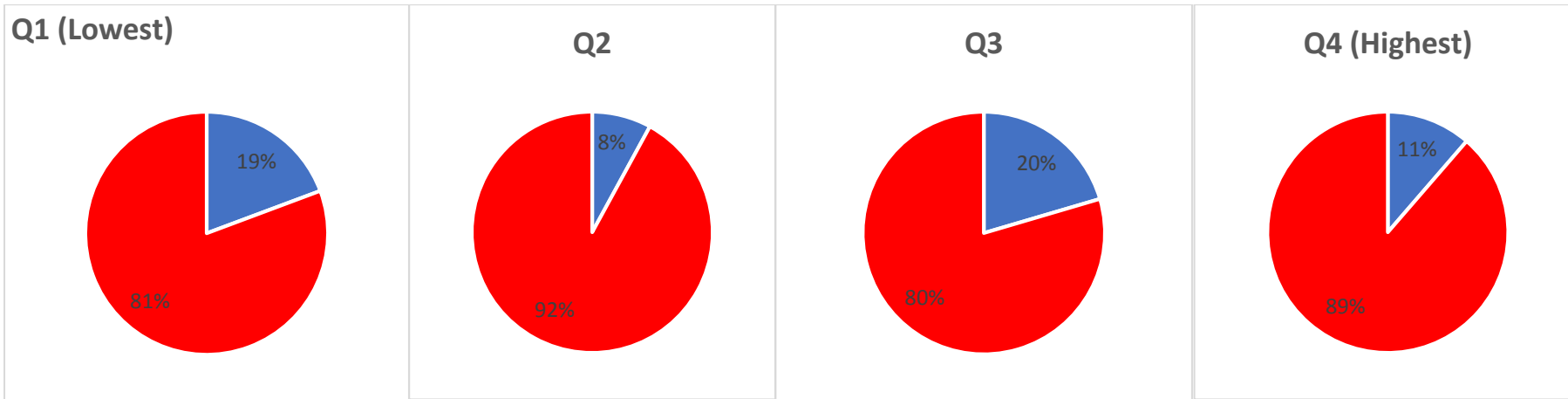
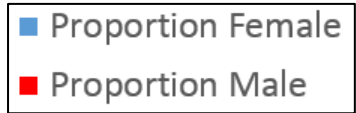
The above pay quartile pie charts illustrate the gender distribution at Technip UK Ltd across four equally sized quartiles, each containing c.173 employees.

FMC Technologies Ltd



The above pay quartile pie charts illustrate the gender distribution at FMC Technologies UK Ltd across four equally sized quartiles, each containing c.188 employees.

TechnipFMC Umbilicals Ltd



7.2% pay gap in Q1

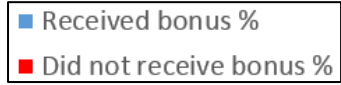
-0.9% pay gap in Q2

-1.1% pay gap in Q3

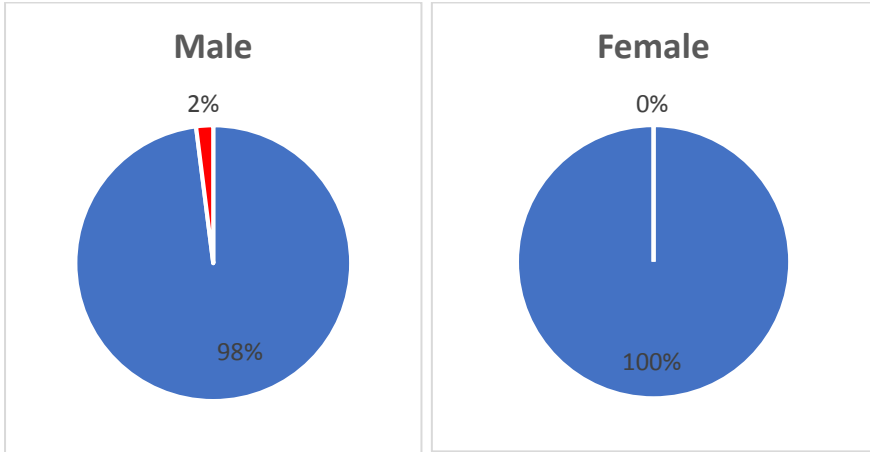
-24.6% pay gap in Q4

The above pay quartile pie charts illustrate the gender distribution at Technip Umbilicals Ltd across four equally sized quartiles, each containing c.88 employees.

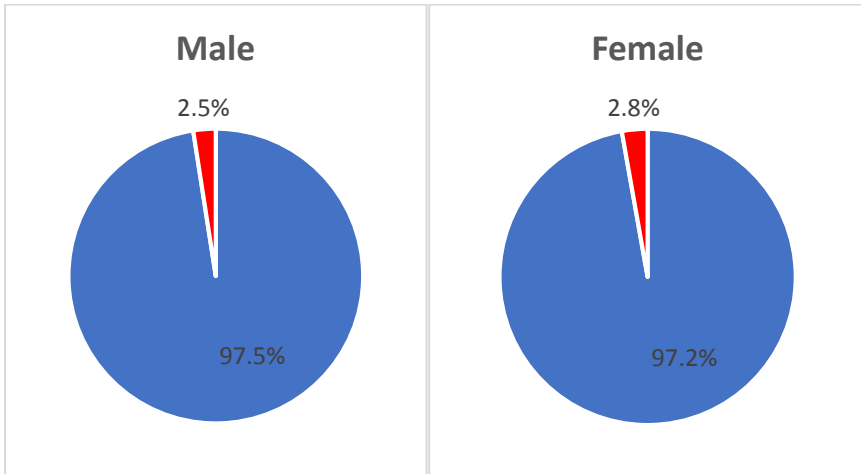
Proportion of colleagues awarded bonuses

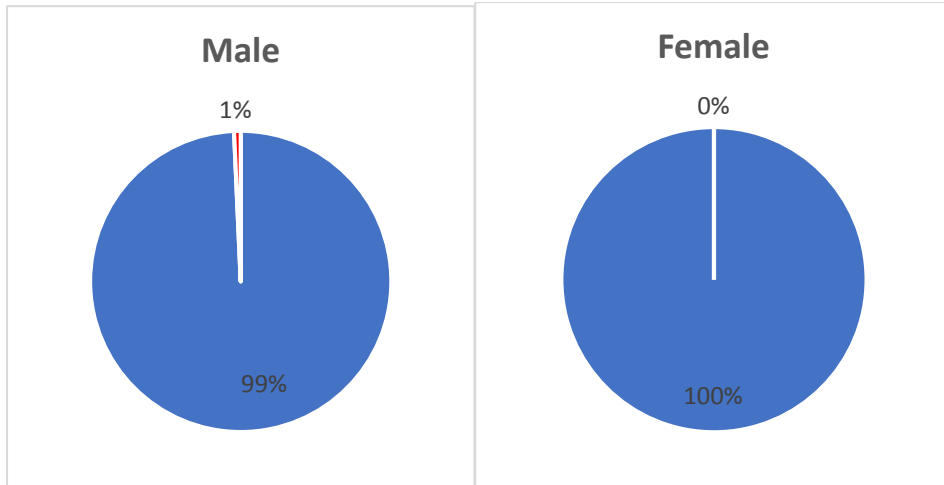


Technip UK Ltd



FMC Technologies Ltd



TechnipFMC Umbilicals Ltd

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