

Gender Pay Gap Report 2025

Petrofac Facilities Management Limited

ERSC



Introduction

People remain our biggest asset, and without them, we wouldn't be where we are today. A key component in retaining and motivating those people is our unwavering approach to diversity and inclusion.

We are pleased to see steady improvement in the mean hourly pay gap, which narrowed from 28.1% in 2024 to 27.7% in 2025. The slight variation in the median pay gap relates to exceptional factors this year, including a shift in when discretionary bonus payments were made. While further progress is still needed, we remain committed to continuing our efforts to narrow the gap over time.

This report summarises our gender pay gap analysis, calculated in line with UK disclosure regulations, for Petrofac Facilities Management Limited (PFML).



John Pearson
Chief Operating Officer
1 North Esplanade West
Aberdeen AB11 5QF, UK

What is gender pay gap reporting?

In simple terms, gender pay gap is the difference in the average hourly pay between all men and women. Companies with more than 250 employees report annual on the gender pay gap within their UK workforce.

We work hard to ensure our pay is fair and unbiased. Gender Pay Gap does not mean women are paid less than men for doing the same work, rather it focusses attention the number of women in higher paid or bonus eligible roles.

Encouraging a more even distribution of men and women in all roles is the only way to eliminate the pay gap, and this will take time. For decades, it has been a characteristic our industry that more men than women pursue a career in the UK's offshore energy sector. Despite this, we remain committed to supporting women in the fields of Science, Technology, Engineering and Maths (STEM) as an employer of choice in the industry.

We welcome the insights that gender pay gap reporting provides; it draws our attention to our workforce demographics to focus on our long-term targets.

**1,809 employees in the UK,
18% women**



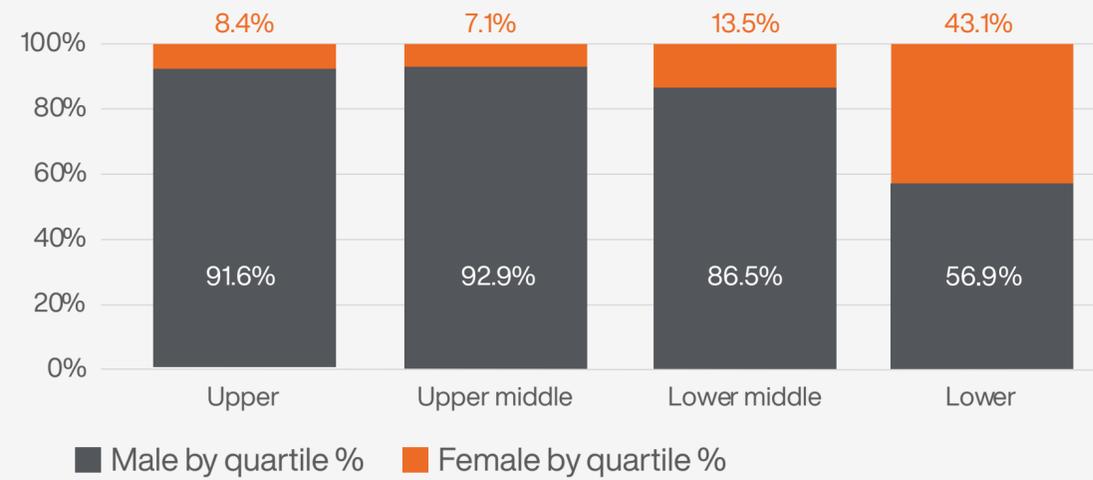
Our results



This chart illustrates the distribution of genders across four equally sized pay quartiles



Proportion of men and women in each pay quartile



This is impacted by the scale and structure of our offshore workforce, which accounts for 51% of our UK workforce – an industry, which is traditionally male-dominated.



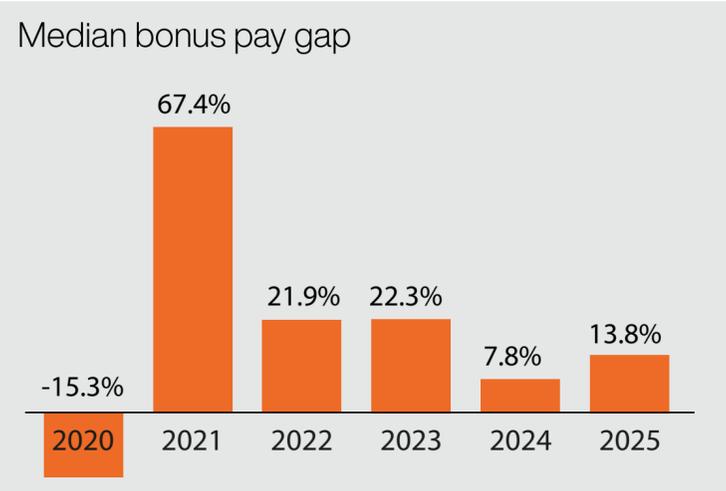
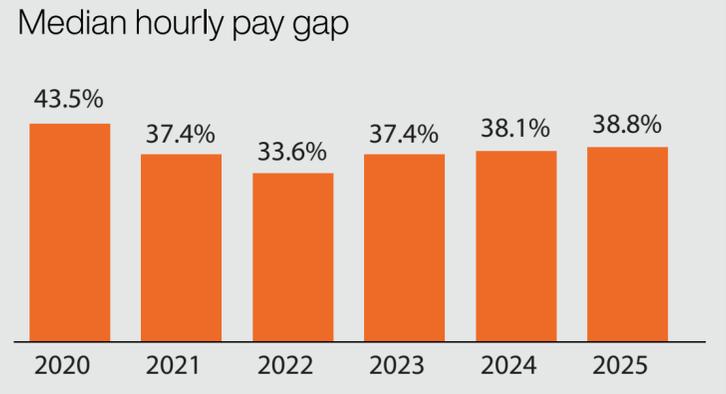
Analysing our gender pay gap

Year-on-year comparison

The 2024 and 2025 pay gap, alongside our historical outcomes, as shown as follows:

		2024	2025
Hourly rate of pay	Mean	28.1%	27.7%
	Median	38.1%	38.8%
Bonus pay	Mean	29.3%	16.0%
	Median	7.8%	13.8%

Our higher gender pay gap indicates fewer women in senior, higher-paying roles. The disparity between genders is reflective of the wider industry and continues to drive our actions and strategic direction to ensure our gender pay gap narrows.



Through our Maternity Champion Programme, we provide a dedicated point of contact within the business to support women during this key milestone in their life.

Staying connected while they are away from the business is a key component in ensuring they are supported, feel included and in touch with business updates, and have a desire to return to work when they are ready.

This provides consistent and meaningful support to women navigating the transition of maternity leave as well as ensuring managers feel equipped to support their teams through the provision of training materials and toolkits.



Attracting, developing and retaining **female talent**

As part of our focus attracting, developing and retaining female talent, we:

Attract

...ensure every interview panel for middle and senior management roles include at least one female candidate.

Develop

...regularly review our succession plans and talent management, ensuring that our high potential women are on the right trajectory.

...analyse our data and any out-of-cycle amendments/promotions to ensure equality is sustained.

Retain

...have merged all allowances into basic pay to provide more transparency on how we are paying our people.

...actively monitor pay levels across the organisation at every level to ensure no unjustified differences in pay between men and women.

...remain committed to continue providing hybrid working, allowing working families more flexibility.



Maintaining the momentum

In December 2025, Petrofac entered into an agreement to sell its Asset Solutions business to CB&I, with the conclusion of the deal expected in Q2 2026. This will see Petrofac Facilities Management Limited employees, based in the UK, move to CB&I.



Combined, both companies will have a shared drive for broader career pathways, investing in talent, and importantly continuing to build upon our strong focus on diversity and inclusion. It remains a key element of our continued growth of Asset Solutions, as well as supporting our people to flourish as our greatest asset.”

Anna Douglas,
Director, Human Resources
Asset Solutions

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