



# Gender Pay Gap Report 2018

Under new legislation that came into force in April 2018, UK employers with more than 250 employees are required to publish information relating to their gender pay gap. This involves carrying out six calculations showing the difference between the earnings of men and women in our organisation; it does not involve publishing individual employee data.

These figures refer only to Dril-Quip (Europe) Limited in the UK and covers our entire UK workforce.

Our results as at 5<sup>th</sup> April 2018 are:

Mean Gender Pay Gap	24.3%
Median Gender Pay Gap	25.2%
Mean Bonus Gender Pay Gap	34.9%
Median Bonus Gender Pay Gap	0%

	<b>Male</b>	<b>Female</b>
Proportion of Employees Receiving a Bonus	100%	100%
Proportion of Men and Women in Each Quartile:		
Upper Quartile	71%	29%
Upper Middle Quartile	88%	12%
Lower Middle Quartile	89%	11%
Lower Quartile	96%	4%

As a manufacturing organisation, our workforce is made up of a high percentage of roles that are predominantly held by male workers such as welders, machinists, and workshop and offshore technicians. The disparity in the number of males and females in these roles, and in the Manufacturing industry in general, is well reported and therefore reflected within our organisation.

We believe that our gender pay gap exists as a result of the types of roles that males and females undertake in our business and at different levels in our workforce. We are confident that we offer equal pay between our male and female employees who undertake comparable work.

We operate an equal opportunities resourcing process aimed at attracting and retaining the best person for each position. As a wider organisation we are committed to diversity and equality in the areas we can control as a business and we continue to strive to address any gaps, ensuring that our policies, practices and processes are fair and free from bias.

## Declaration

**We confirm that the information and data provided in this statement is accurate and in line with mandatory requirements.**

**Jeff Bird**  
CFO SVP Production Operations

**Meredith Eddy**  
Human Resources Manager