

Valero Operations Support Ltd

Gender Pay Report 2020



Women's hourly rate is 4.4% lower (Mean)

Women's hourly rate is 6.5% lower (Median)

Women's bonus pay is 4.2% lower (Mean)

Women's bonus pay is 4.2% Higher (Median)

Proportion of Men/Women who Receive Bonus Pay in the Relevant Period

	Female	Male
2020	99%	97%
2019	95%	95%
2018	97%	96%
2017	98%	99%

Number of Men/Women in the Quartile Pay Bands: Upper, Upper Middle, Lower Middle, Lower

	UPPER		UPPER MIDDLE		LOWER MIDDLE		LOWER	
	Male	Female	Male	Female	Male	Female	Male	Female
2020	86%	14%	91%	9%	87%	13%	82%	18%
2019	86%	14%	89%	11%	87%	13%	82%	18%
2018	85%	15%	90%	10%	84%	16%	77%	23%
2017	87%	13%	85%	15%	89%	11%	75%	25%

Narrative Reporting

Valero continues to be a diverse and equal opportunities employer in all aspects of employment. No individual shall be discriminated against on the basis of their race, ethnic origin, religion or belief, colour, age, gender, sexual orientation, marital status, disability, political affiliation or any other category prohibited by UK laws and regulations.

Valero's compensation programme supports concepts of fair treatment and equal pay, which are built on a foundation of market-competitive and performance-based pay along with ongoing reviews of pay practices and policies. Our compensation and benefits team oversees this process and administers all compensation actions while guiding management inquiries and decisions. The strategies and processes utilised are designed to ensure that pay decisions are based on an employee's qualifications and performance with respect to job requirements and performance standards, regardless of gender.

Valero is committed to addressing the differences in the level of male and female representation within the Company and at the Refinery in particular we concentrate resources to target females within different age groups to attract females into STEM careers and this is seen by year on year with applications and apprenticeships. Valero is also developing programmes on diversity and inclusion which will include how we attract, develop and retain more females in our industry.

The information that is provided in this statement is accurate at the time of publishing.

Matthew Dooley
VP UK Commercial Operations

Andy Kelsey
Director Human Resources & Facilities