

Valero Operations Support Ltd UK Gender Pay Report 2024



Women's hourly rate is 9.6% lower (Mean)
Women's hourly rate is 8.7% lower (Median)

Women's bonus pay is 5.3% lower (Mean)
Women's bonus pay is 15.1% Higher (Median)

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

	Female	Male
2024	96%	97%
2023	98%	98%
2022	100%	98%
2021	96%	95%
2020	99%	97%
2019	95%	95%

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
2024	84%	16%	92%	8%	86%	14%	78%	22%
2023	85%	15%	92%	8%	85%	15%	82%	18%
2022	86%	14%	93%	7%	85%	15%	77%	23%
2021	87%	13%	89%	11%	89%	11%	81%	19%
2020	86%	14%	91%	9%	87%	13%	82%	18%
2019	86%	14%	89%	11%	87%	13%	82%	18%

Narrative Reporting

Valero continues to be an equal opportunities employer in all aspects of employment. The Company strives to ensure that 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 is committed to Equal Pay opportunities for all of its employees and continues to support gender equality. We continue to attract and retain the best talent through our competitive and comprehensive compensation and Total Wellness benefits and programmes across the UK and support 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 oversee this process and administers all compensation actions along with guiding management 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 an individual's gender or any other characteristics protected by law.

Additionally, the Company continues to ensure an inclusive work environment by providing family-friendly policies as well as support for females to undertake STEM careers at our Refinery to help attract and retain females in a challenging business environment. We have also seen an increase in our senior leadership positions for females.

As part of our Guiding Principles we consider our employees a competitive advantage and our greatest asset. We foster a supportive culture and provide a safe, healthy and rewarding work environment with opportunities for growth, as a result our people and our culture are fundamental to our success.

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

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