

Valero Operations Support Ltd Gender Pay Report 2019



Women's hourly rate is 4.3% lower (Mean)

Women's hourly rate is 5.4% lower (Median)

Women's bonus pay is 5.9% lower (Mean)

Women's bonus pay is 20.1% Higher (Median)

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

| | Female | Male |
|------|--------|------|
| 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 |
| 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.

In comparison to last year, 2019's data shows the gap has closed for the female mean and median hourly rate of pay by over 2.5% in each area. In addition the female bonus pay gap has also closed by over 7% as an average, with the median bonus pay for females continuing to be higher than for men.

Valero continues to address the differences in the level of male and female representation within the Company and has especially tried to address the gap during the last year by concentrating our efforts on targeting women based groups (e.g. the Girl Guides, netball teams etc.) We have also increased our focus on how we advertised our positions, by trying to focus the appeal to women, the first of which was for our apprenticeship programme, which resulted in an increase in the number of female applicants.

Valero has been and will continue to be involved in and lead programmes and initiatives of this nature, particularly through the refining segment of our business and in relation to promoting STEM careers (Science, Technology, Engineering and Mathematics) for young women.

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

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