



Valero Operations Support Ltd

Gender Pay Report 2021

Women’s hourly rate is 4.9% lower (Mean)
Women’s hourly rate is 2.8% lower (Median)

Women’s bonus pay is 10.5% lower (Mean)
Women’s bonus pay is 17.3% Higher (Median)

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

	Female	Male
2021	96%	95%
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
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%
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. The Company continues to strive 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.

As a result of this Valero has been recognised for the third consecutive year, by the Bloomberg Gender-Equality Index (GEI) for its commitment to supporting gender equality. Based on the data collected from companies spanning 45 countries and regions, Valero continues to be a leader within the energy industry for transparency and gender-data reporting. Bloomberg’s GEI includes over 70 metrics from which Valero must report on, each allocated to one of five pillars:

- Equal pay and gender pay parity
- Inclusive culture
- Female leadership and talent pipeline
- Anti-sexual harassment policies
- Pro-women brand

Valero’s compensation programme across the UK 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 oversee 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 educational 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

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