



Valero Operations Support Ltd Gender Pay Report 2023

Women’s hourly rate is 6.5% lower (Mean)
Women’s hourly rate is 10.46% lower (Median)

Women’s bonus pay is 13.1% lower (Mean)
Women’s bonus pay is 9.8% Higher (Median)

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

	Female	Male
2023	98%	98%
2022	100%	98%
2021	96%	95%
2020	99%	97%
2019	95%	95%
2018	97%	96%

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
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%
2018	85%	15%	90%	10%	84%	16%	77%	23%

Narrative Reporting

Valero maintains its stance on ensuring 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 continues to be a leader within the energy industry for transparency and gender-data reporting and recognises the value and benefits of diversity, fostering a culture of inclusion with a greater mission in mind and continues to be a diverse and equal opportunities employer in all aspects of employment.

The Company’s compensation programme across the UK supports 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 administer 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.

The company provides family-friendly policies as well as support for females to undertake STEM careers at our Refinery to help attract and retain females into the business.

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

Chuck Pettibon
VP UK Commercial Operations

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