

Valero Operations Support Ltd UK Gender Pay Report 2025



Women's hourly rate is 4.7% lower (Mean)
Women's hourly rate is 7.3% lower (Median)

Women's bonus pay is 2.5% lower (Mean)
Women's bonus pay is 8.8% Higher (Median)

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

	Female	Male		Female	Male
2025	97%	97%	2022	100%	98%
2024	96%	97%	2021	96%	95%
2023	98%	98%	2020	99%	97%

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
2025	83%	17%	92%	8%	88%	12%	80%	20%
2024	84%	16%	92%	8%	86%	14%	78%	22%
2023	85%	15%	93%	7%	85%	15%	82%	18%
2022	86%	14%	89%	11%	85%	15%	77%	23%
2021	87%	13%	91%	9%	89%	11%	81%	19%
2020	86%	14%	89%	11%	87%	13%	82%	18%

Narrative Reporting

Valero continues to be an equal opportunities employer in all aspects of employment and is committed to Equal Pay for all of its employees. 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, sex, marital status, disability, political affiliation or any other category prohibited by UK laws and regulations.

We continue to attract and retain the best talent through our competitive compensation and comprehensive Total Wellness benefits. 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.

As part of our Guiding Principles, we consider our employees a competitive advantage and our greatest asset. We foster a supportive team-centered 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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