



## **World Fuel Services Gender Pay Gap Report**

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The data reported is from 5<sup>th</sup> April 2020 for two of our UK Organisations which fall under the above legislation:

**World Fuel Services Europe Ltd**

**World Fuel Lubricants UK Ltd**

We will use the published results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

### **Declaration**

I confirm that the data contained within this report is accurate and meets the requirements of the Gender Pay Gap reporting regulations.

A handwritten signature in blue ink, consisting of several overlapping horizontal and diagonal strokes.

Paul Vian, Director, World Fuel Services Europe Ltd & World Fuel Lubricants UK Ltd

## World Fuel Services Europe Ltd

### Pay Gap

<b>Gender Pay Gap</b>	<b>Mean: 39%</b>	<b>Median: 37%</b>
<b>Bonus Pay Gap</b>	<b>Mean: 65%</b>	<b>Median: 29%</b>

### Employees Receiving a Bonus

<b>Male</b>	<b>78%</b>
<b>Female</b>	<b>80%</b>

### Employees by Pay Quartile

	<b>Male</b>	<b>Female</b>
<b>Upper Quartile</b>	<b>91%</b>	<b>9%</b>
<b>Upper Middle Quartile</b>	<b>67%</b>	<b>33%</b>
<b>Lower Middle Quartile</b>	<b>60%</b>	<b>40%</b>
<b>Lower Quartile</b>	<b>55%</b>	<b>45%</b>

## World Fuel Lubricants UK Ltd

### Pay Gap

<b>Gender Pay Gap</b>	<b>Mean: 6%</b>	<b>Median: 4%</b>
<b>Bonus Pay Gap</b>	<b>Mean: 44%</b>	<b>Median: 57%</b>

### Employees Receiving a Bonus

<b>Male</b>	<b>25%</b>
<b>Female</b>	<b>57%</b>

### Employees by Pay Quartile

	<b>Male</b>	<b>Female</b>
<b>Upper Quartile</b>	<b>69%</b>	<b>31%</b>
<b>Upper Middle Quartile</b>	<b>83%</b>	<b>17%</b>
<b>Lower Middle Quartile</b>	<b>98%</b>	<b>2%</b>
<b>Lower Quartile</b>	<b>43%</b>	<b>57%</b>