

# Rowan Drilling UK, Ltd.: Gender Pay Gap Reporting Statement

The Company is committed to equal opportunity in recruiting, hiring, developing, promoting and compensating employees without regard to race, color, religion, national origin, disability, citizenship, age, sex, marital status or any other basis that is protected under applicable law. Any gender pay arises from the representation of females across the organisation and is not reflective of any company policy or discrimination (whether direct or indirect).

## Gender Pay and Equal Pay

Gender Pay is different to 'equal pay'. Equal pay is the difference in pay between men and women who carry out the same or similar jobs. We have no reason to believe that we have any equal pay concerns, meaning that we believe that all our staff are paid fairly for the work which they do.

This statement is made pursuant to the Gender Pay Gap Reporting requirements under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

As part of the regulations Rowan Drilling UK, Ltd. has carried out analysis of its workforce as at 5 April 17 and during the relevant qualifying period to calculate and determine a number of results as required by the regulations. The results are as shown below:

Gender Pay Gap Analysis - statutory numbers	%
<b>1. Difference in mean hourly rate of pay</b>	<b>31.48</b>
The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees, expressed as a percentage of the mean hourly rate of pay of male full pay relevant employees	
<b>2. Difference in median hourly rate of pay</b>	<b>27.82</b>
The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees, expressed as a percentage of the median hourly rate of pay of male full pay relevant employees	
<b>3. Difference in mean bonus pay</b>	<b>-1.21</b>
The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees, expressed as a percentage of the mean bonus pay paid to male relevant employees	
<b>4. Difference in median bonus pay</b>	<b>14.67</b>
The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees, expressed as a percentage of the median bonus pay paid to male relevant employees	
<b>5a. Proportion of MALE employees who received bonus pay</b>	<b>94.27</b>
<b>5b. Proportion of FEMALE employees who received bonus pay</b>	<b>33.33</b>

The proportion of male/female relevant employees who were paid bonus pay as a percentage of male/female relevant employees

<b>6a. Proportion of MALE employees - lower quartile</b>	<b>88.06</b>
<b>6b. Proportion of FEMALE employees - lower quartile</b>	<b>11.94</b>
<b>6c. Proportion of MALE employees - lower middle quartile</b>	<b>92.65</b>
<b>6d. Proportion of FEMALE employees - lower middle quartile</b>	<b>7.35</b>
<b>6e. Proportion of MALE employees - upper middle quartile</b>	<b>98.53</b>
<b>6f. Proportion of FEMALE employees - upper middle quartile</b>	<b>1.47</b>
<b>6g. Proportion of MALE employees - upper quartile</b>	<b>98.53</b>
<b>6h. Proportion of FEMALE employees - upper quartile</b>	<b>1.47</b>

The proportion of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

The Company is essentially an engineering group and notes that, as a broad industry classification, there tends to be greater representation of males within the industry. This is exacerbated at the Company as significantly fewer females are employed offshore. Only 1.3% of its offshore employees are female compared with 30% onshore. The Company will continue to make efforts to make such roles available to suitably qualified candidates regardless of their gender (or other background).

When offshore staff are considered in isolation, 100% of both male and female staff received a bonus and the hourly pay gaps reduced to single percentage figures (9.53% at mean and 2.42% at median).

I confirm that the information in this statement as required by the Gender Pay Gap Reporting requirements is accurate.



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Thomas P. Burke  
President and Chief Executive Officer