

UK Gender Pay Gap Report 2024



Overview

Founded in 1919, Halliburton is one of the world's largest providers of products and services to the energy industry. As of **2024**, we have more than **48,000** employees, representing **145** nationalities in more than **70** countries. Our Code of Business Conduct and employment practices create a positive work environment for all employees.

Halliburton establishes its talent development and succession management strategies on a "build from within" philosophy. We regularly identify and develop new leaders through intentional identification and training efforts. Our strategy promotes business continuity, retention, and teamwork, and maintains a strong competitive advantage when it comes to both short- and long-term success.

Our Global Talent Acquisition team conducts candidate outreach in a variety of ways that include career fairs, apprenticeship programs, relationship building efforts at universities, employee referrals, and partnerships with local job candidate programs. Halliburton's outreach includes our efforts to build interest in STEM and oil and gas careers among students, a strategy that also supports local workforce development in the areas where we operate.

In 2024, Halliburton hired **6,829** new employees. Of our total hires to STEM roles, **72%** were men and **28%** were women. This number compares favorably to the National Association of Colleges and Employers women's graduation rates in the degrees we target in our search for new hires.

Promotion of female representation in these roles is a key focus at Halliburton, as our STEM roles tend to lead to operational leadership positions.



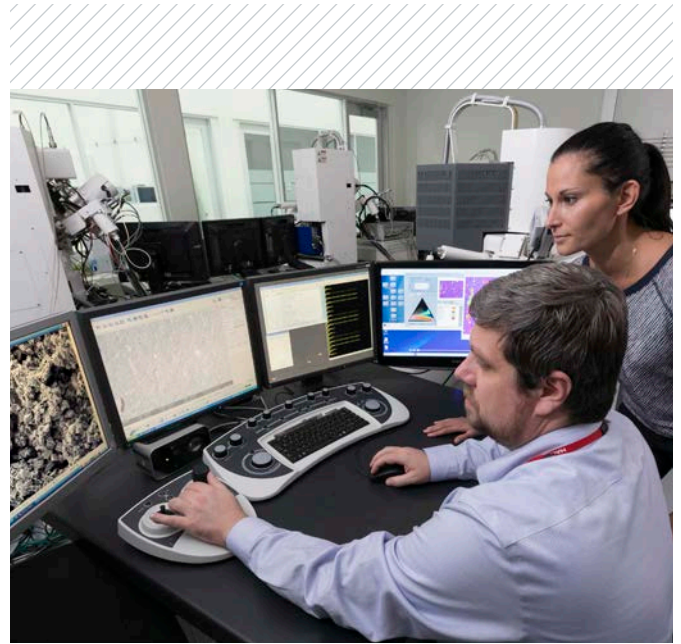
Timothy Michael Horsfall
Area VP - Europe



This report covers the mandated information required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (SI 2017/172) and is accurate.

UK Demographics

As of **April 5, 2024**, Halliburton employed **233** women and **1,345** men in the UK for a total of **1,578** employees. Overall, the employee gender divide equated to **15%** women and **85%** men.



UK Pay and Bonus Gap Summary

These figures represent six of the required calculations, as of April 5, 2024.

- The mean and median gender pay gap of full-pay relevant employees
- The mean and median gender bonus pay gap of all relevant employees
- The percentage of men and women receiving bonus pay for all relevant employees
- The percentage of men and women in each hourly pay quartile

Mean (Avg.) and Median Hourly Pay and Bonus Gap

	Mean (Avg.)	Median
Gender Pay Gap	14%	14%
Gender Bonus Gap	32%	23%

Note: These pay gaps are influenced by the distribution of our workforce across the pay quartiles and tenure, as shown in the bottom table.

Percentage of UK Relevant Employees Receiving a Bonus

Women	38%
Men	39%

Percentage of men and women in each hourly pay quartile

Quartile	Women	Men
Upper	10%	90%
Upper Middle	9%	91%
Lower Middle	17%	83%
Lower	18%	82%

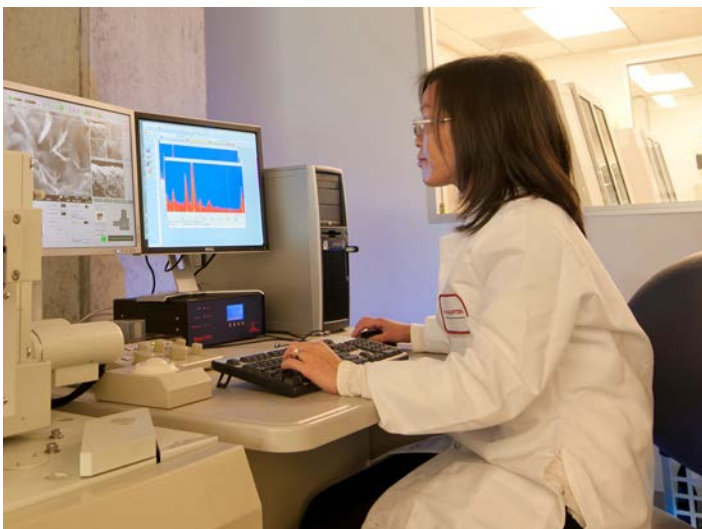
These figures represent the number of full-pay relevant employees in each quartile band.

Supporting our Employees

At Halliburton, we take care to provide employees with a work environment that is safe and welcoming, opportunities to develop their careers, and competitive benefits. Our compensation philosophy aims to offer a market-competitive total rewards package that aligns with employee performance, experience, and skills. The Company aims to provide equal employment opportunity in all our employment practices.

Halliburton employees have access to our job descriptions, salary bands, and pay structures for a majority of the countries where we operate. When we equip employees with this information, we help them understand how they can chart ways to own and advance their careers.

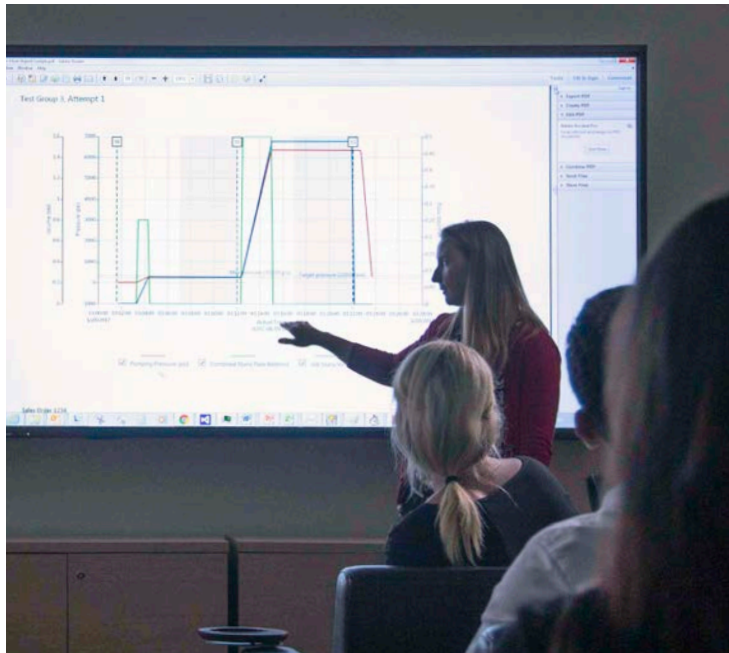
We listen and respond to employee feedback, and work to provide employee-driven solutions to nurture an engaged workforce that feels valued with the right support and resources to be successful. To encourage an environment of openness and teamwork across our global workforce, we engage in activities and initiatives like town hall meetings, workshops, employee resource groups, and a semi-annual Employee Pulse Survey. These activities and initiatives strengthen our culture and provide employees many opportunities to be heard.



Our Strategies

Halliburton cultivates a positive work environment supported by our Code of Business Conduct and employment practices. This culture is reinforced by our communication, collaboration, and employee-driven solutions.

- Host annual workshops to discuss opportunities for improvement and receive feedback from global employees representing different nationalities, cultures, and career backgrounds
- Celebrate International Women’s Day with global events and regional employee recognition awards
- Build a robust leadership pipeline within Halliburton Succession Management to identify the readiness of potential successors for critical roles



Employee Resource Groups

Halliburton's five Employee Resource Groups (ERG) give employees opportunities to network and collaborate on shared interests in certain topics or social causes. Participation in ERGs is voluntary and open to all Halliburton employees. ERGs encourage employees to pursue professional development and play an important role in fostering a positive work environment.

Women Sharing Excellence

Women Sharing Excellence (WSE) is an employee resource group focused on the attraction, development, and retention of women. Started in 2012 by women and with the support of executive leadership, WSE has grown to 14 chapters globally.

The WSE UK Chapter focus areas include its mentorship program, networking opportunities, professional development, personal enrichment, and active involvement in the community. In recognition of the importance of work-life balance, WSE introduced initiatives to support working parents and create a more inclusive environment for all members.

In 2024, WSE celebrated International Women's Day, hosted an Olympic Games celebration, and organized Pink Day in observance of breast cancer awareness month. The group hosted a Leadership & Professional Development Series where employees learned more about a variety of topics.

Our Five ERGs



Women Sharing Excellence (WSE)



Black Employees Leading in Inclusion, Excellence, Vision, and Education (BELIEVE)



Veterans Leadership Forum (VLF)



iMPACT, a trusted community for employee engagement, collaboration, and progression



PRIDE, our LGBTQ+ ERG

