

Baker Hughes UK Limited Gender Pay Gap Report



Who we are

Baker Hughes UK Limited is a top-tier oilfield service company that delivers solutions that help oil and gas operators make the most of their reservoirs. We help customers find, evaluate, drill, produce, transport and process hydrocarbon resources.

In July 2017, Baker Hughes merged with GE Oil & Gas to form **Baker Hughes, a GE company (BHGE)**, the world's first and only fullstream provider of integrated oilfield products, services and digital solutions.

With operations in over 120 countries, the company's global scale, local know-how and commitment to service, has over a century of experience with the spirit of a start-up – inventing smarter ways to bring energy to the world. To learn more, visit bhge.com

Our presence in the UK

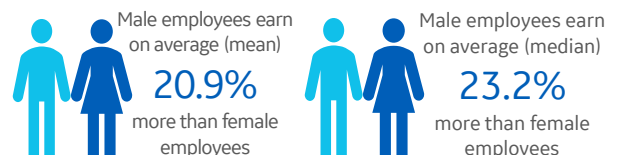
Baker Hughes UK Limited employs more than 1,600 people in the United Kingdom. The majority of this workforce is based in Aberdeen, Scotland, whilst London has traditionally hosted the Regional Headquarters offices. The company has several facilities across the UK, including two manufacturing plants in Aberdeen and Kirkby and large operations centres in Aberdeen and Great Yarmouth.

Our Gender Pay Gap Report

In line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Baker Hughes is publishing its first annual Gender Pay Gap Report. It is important to note that this analysis will look at data up to 5 April 2017 and refers to the Baker Hughes UK Limited legal entity in the United Kingdom. The report has one legal entity that is in scope for reporting purposes. Legacy GE Oil & Gas legal entities in scope for the UK Gender Pay Gap Report were included in the GE report issued on 28 November 2017.

Consolidated Results

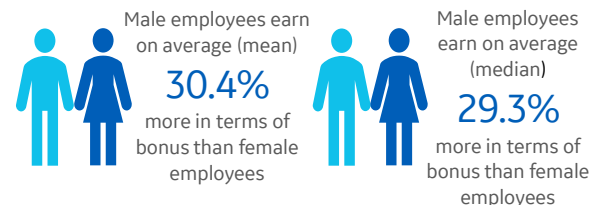
Pay Gap



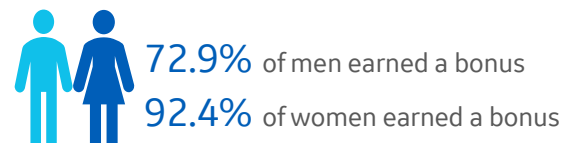
Office of National Statistics

The Mean Pay Gap in the UK is **17.4%**
The Median Pay Gap in the UK is **18.4%**

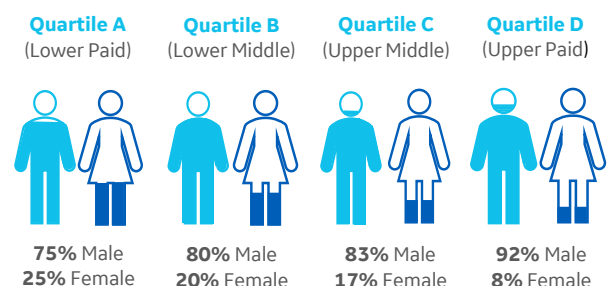
Bonus Gap



Bonus



Gender Breakdown Per Pay Quartile



We Are Striving To Address The Gender Diversity Gap

Over the years, Baker Hughes has increasingly prioritised **attracting and developing female talent and increasing gender diversity** in the workplace.

In 2010, the UK Women's Resource Group was launched in Aberdeen with the aim of providing development opportunities for female employees and fostering a culture of inclusion across the employee base. A second group was subsequently created in London and the network quickly expanded to be renamed the Diversity & Inclusion Group in 2015. Its key priorities included:

- Contributing to the Diversity & Inclusion vision and mission of the company, through a roadmap of events, networking opportunities and other initiatives;
- Offering awareness and educational opportunities to individuals in management roles on how to support career progression of employees from minority groups;
- To promote employee exposure to company role models and mentors.

We have been working towards the achievement of these priorities by participating in a variety of activities including: attendance by members of the group at career fairs and collaboration with schools on programs aimed at promoting Science, Technology, Engineering and Mathematics (STEM) subjects.

Since the creation of BHGE, the Diversity & Inclusion Group was integrated with the GE Oil & Gas Women's Network. The two groups have now become the **BHGE Women's Network** and participate extensively with the wider GE Women's Network system and initiatives.

BHGE regularly reviews its approach to pay equity. The work we do relies upon having highly skilled workers from STEM related fields. While we are confident that we pay men and women equally for comparable work, we are conscious of the UK-wide underrepresentation of females in these fields from school age through to later career. We recognise the need to improve the balance within our workforce and **are fully committed to leading and accelerating this change with continued vigour and focus.**

We will continue to work on increasing awareness of family friendly policies, such as shared parental leave, enhanced maternity, paternity and adoption leave, as well as promoting specific policies on flexible working arrangements.

At BHGE, we believe our company is stronger when the diversity of our employees reflects the customers and people whose lives our technology impacts. Our vision is to create a workplace atmosphere without bias, an inclusive environment where all employees are visible, engaged, developed and able to bring their whole authentic selves to work.

Declaration

I confirm the information and data reported is accurate as of the snapshot date 5 April 2017.



For more information on BHGE' commitment and activities on Diversity and Inclusion, please visit:

<https://www.bhge.com/our-company/diversity-inclusion>