



**D I A M O N D**  
O F F S H O R E

## UK Gender Pay Gap Report

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the "Regulations") requires employers with 250 or more employees in England, Scotland, and Wales to publish statutory calculations showing the pay gap between their male and female employees. The six metrics required by the Regulations are:

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each quartile band

As an employer with 447 employees working in the UK, Diamond Offshore Drilling (UK) Ltd meets the criteria for mandatory reporting under the Regulations. The information below is based on data from the snapshot date of 5 April 2020:

<b>Total Number of Employees:</b>	<b>447</b>
<b>Mean Gender Pay Gap</b>	<b>29%</b>
<b>Median Gender Pay Gap</b>	<b>28%</b>
<b>Mean Bonus Pay Gap</b>	<b>-98%</b>
<b>Median Bonus Pay Gap</b>	<b>-12%</b>
<b>Proportion of Males Receiving Bonus Pay</b>	<b>26%</b>
<b>Proportion of Females Receiving Bonus Pay</b>	<b>22%</b>
<b>Proportion of Males in Lower Quartile Band</b>	<b>79%</b>
<b>Proportion of Females in Lower Quartile Band</b>	<b>21%</b>
<b>Proportion of Males in Lower-Middle Quartile Band</b>	<b>92%</b>
<b>Proportion of Females in Lower-Middle Quartile Band</b>	<b>8%</b>
<b>Proportion of Males in Upper-Middle Quartile Band</b>	<b>98%</b>
<b>Proportion of Females in Upper-Middle Quartile Band</b>	<b>2%</b>
<b>Proportion of Males in Upper Quartile Band</b>	<b>98%</b>
<b>Proportion of Females in Upper Quartile Band</b>	<b>2%</b>

In 2020, all employees reported by Diamond Offshore (Bermuda) Ltd transferred to Diamond Offshore Drilling (UK) Ltd. This is our first year of reporting as a single entity and together we move forward with our unwavering commitment to responsibly unlock energy.

The population of employees working offshore in our industry has historically been and continues to be, predominantly male. While recognizing those historical challenges surrounding the recruitment and retention of female employees for roles working on offshore drilling rigs, we will utilize the results of this gender pay gap analysis to continue to monitor and address, as necessary, any gender pay gaps present in our organization as a whole.

Diamond Offshore Drilling, Inc. takes a zero-tolerance approach to discrimination of any kind. Our policies and procedures governing the conduct of our business specifically require the practice of honesty and integrity in every aspect of our business. Our Code of Business Conduct and Ethics reflects our commitment to conducting business in accordance with the highest ethical standards and compliance with all applicable laws and regulations. This commitment is the foundation for our company's global culture, which is shaped by our [Values & Behaviors](#) - Take Ownership, Go Beyond, Have Courage, Exercise Care and Win Together.

We confirm that the calculations provided are accurate and meet the requirements of the Regulations.



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