



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 5th April 2017 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 black ink, appearing to read "Paul Vian".

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

World Fuel Services Europe Ltd

Pay Gap

Gender Pay Gap	Mean: 54%	Median: 37%
Bonus Pay Gap	Mean: 50%	Median: 37%

Employees Receiving a Bonus

Male	98%
Female	95%

Employees by Pay Quartile

	Male	Female
Upper Quartile	82.3%	17.6%
Upper Middle Quartile	72%	28%
Lower Middle Quartile	58%	42%
Lower Quartile	57%	43%

World Fuel Lubricants UK Ltd

Pay Gap

Gender Pay Gap	Mean: 4.35%	Median: 4%
Bonus Pay Gap	Mean: 21%	Median: 20%

Employees Receiving a Bonus

Male	98%
Female	99%

Employees by Pay Quartile

	Male	Female
Upper Quartile	66.5%	33.5%
Upper Middle Quartile	77.5%	22.5%
Lower Middle Quartile	90.5%	9.5%
Lower Quartile	66.3%	36.6%